

CAUT Bulletin

Canadian Association of University Teachers

ACPU L'Association canadienne des professeurs d'université

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CAUT Council 1977

Value of regional offices questioned as delegates debate budget

by I. Cinman

OTTAWA... A motion calling for a regionally weighted cost-sharing arrangement for the continuation of CAUT regional offices, combined with the strictest possible monitoring of the Association's budget to eliminate deficit financing in two years' time sparked what some observers said to have been one of the most protracted and heated debates ever at a CAUT Council meeting. Some 200 delegates, observers, guests and members of the media were in attendance at the two-day conference.

When the flurry of amendments and counter-motions had cleared after hours of deliberations and a series of adjournments carried the debate on this issue into the session's second day, the Council, meeting here for its annual legislative gathering, passed a resolution which committed the Association to raising a \$5.20 per capita levy this year.

Regular membership fees will continue to be tied to a mill rate based on median national salaries. Funds raised in this fashion will be used, in part, to finance the operations of the regional offices.

The fact of the Association having the \$5.20 per member increase in revenue to draw upon is far from being a certainty however, since a number of local associations have called for a special Council meeting seeking, among other things, to reverse the \$5.20 per capita levy decision. The meeting is scheduled for mid-October.

While the debate raged on, the future of the regional offices and the services they provide to local associations loomed alternatively bright and gloomy as delegates proposed solutions which ranged from having the offices operated by each region alone to the regions splitting operating costs with the CAUT.

Delegates from certain regions in Canada where provincial associations provide services to their members said that for them to pay for services offered by CAUT to other areas would constitute a form of double taxation. They would pay themselves for their own regional services while also paying for regional services in other parts of the country. According to some delegates, the regional offices should have been closed altogether.

The general mood of this portion of Council proceedings was summarized by Prof. Jill Vickers, the CAUT President, who said in her presidential address that in the CAUT as elsewhere

"there is always something of a balance-sheet mentality. We all spend rather a lot of time asking 'Do we get as much out of CAUT (or Canada) as we put in?'"

Generally, however, Prof. Vickers said, "these discussions, which are apparently about money, are symbolic substitutes for discussions about the existence of common purposes and a sense of community, such that we may be prepared to contribute because we care about other members of the community."

Strike Fund

In other business, the Council voted to set up a voluntary strike fund. Intended primarily to provide financial support to faculty members who are on strike or are locked out, the CAUT Defence Fund, as the fund is called by the CAUT Collective Bargaining Committee responsible for its introduction, will also offer financial assistance to associations prosecuting charges of unfair labour practice or charges of failing to bargain in good faith against employers.

Moreover, the Fund may also be made available to cover legal and other costs incurred by associations moving towards certification or who are engaged in negotiations with employers.

The Fund will be financed initially through a \$10 per capita initiation fee to be paid by all participating associations. Those associations joining the fund later will be assessed on the basis of \$15 per capita. In addition, each association will contribute a promissory note valued at \$200 times the number of dues-paying members in the bargaining unit.

Under a system of fund disbursement agreed to by the Council, striking faculty members will receive \$50 per week, plus \$10 for each dependent.

Other provisions require that faculty members be on strike for at least two weeks before becoming eligible for support. To be eligible for a grant a faculty association must have contributed to the Fund for a minimum of six months.

Another condition for eligibility is that the strike be "lawful". Moreover, the guidelines governing the Fund's administration state that association bargaining demands "shall not be in substantial conflict" with the CAUT Academic Freedom and Tenure Guidelines or CAUT Policy Statements on Collective Bargaining.

The Fund will be administered by a

Board of Trustees representing participating associations with a number of CAUT officers acting as ex-officio members. A decision on disbursement of funds will be governed by a two-thirds majority vote.

Canadianization

The Council also adopted a preamble to the CAUT Guidelines on Canadianization and the University.

The Association's primary concern is to provide qualified Canadians with

the opportunity to be employed by Canadian universities. Mindful of this principle, the Preamble and Guidelines stress the need for universities to make academic vacancies known as broadly as possible through advertisements in journals such as the CAUT Bulletin and University Affairs, through various employment services and through the department of Manpower and Labour.

A university appointing a person who is not a Canadian or legally a resi-

Cont'd on p. 6

Simon Fraser, Mount Allison, Ottawa censures lifted

OTTAWA... One of the most contentious issues troubling Canada's academic community ended when the Council of the Canadian Association of University Teachers, acting on recommendation from the CAUT Board of Directors and the Association's Academic Freedom and Tenure Committee, lifted its censure of Simon Fraser University when it met here for its annual meeting last May.

At the same time the Council removed sanctions from Mount Allison University and the University of Ottawa.

The Association's censure of the University of Moncton was also under scrutiny and the fate of Moncton's relations with the CAUT may be decided by a mail ballot to be held later this academic year.

The University of Quebec in Montreal remains under CAUT censure but efforts may be made with the help of FAPUQ to settle that dispute as well.

In the Simon Fraser dispute, where eight professors, one with tenure, were suspended in the fall of 1969 after they went on strike against the university administration's rejection of their recommendation for a new chairman of the political science, sociology and anthropology department, the administration decided to drop the original dismissal charges.

It has also introduced what the AF&T Committee Chairman James Stevens said are acceptable procedures for dismissal of faculty. In view of these developments and developments with respect to in-

dividual grievances (faculty members involved in the dispute rejected the solution worked out by the CAUT and the University) the Council, following the AF&T and Board recommendations, decided to lift censure.

In the case of Mount Allison University, the Council voted to lift censure after Mrs. Catherine Daniel, the faculty member who was dismissed even though she had tenure, said that she did not wish to pursue here grievance any further. The University has introduced new and acceptable procedures for dismissal of tenured faculty members, facilitating Council's decision to lift censure.

The University of Ottawa case involved the 1970 non-renewal of the contract of Jacques Flamand, who blamed his firing on newspaper articles he had written criticising the policies of the Catholic Church. According to Prof. Flamand, the Church authorities had brought pressure on the University to have him fired.

The Faculty Association at the University has unionized and the collective agreement contains what the CAUT considers to be adequate grievance procedures for protection of academic freedom. As part of the over-all settlement with Prof. Flamand, the University, without admitting fault, has also offered him a \$10,000 cash settlement.

In the Moncton case, where a professor was dismissed after Francophone students complained about his teaching and his ability to speak French, the Council voted to conduct a mail ballot to lift censure if the University agrees to have the case submitted to outside arbitration. IC

Recommendations were confused

Sir,
May I point out several errors in an article (CAUT Bulletin, April 1977) entitled "Peer Evaluation Salary Study Results in Adjustments for Women" which was based on the report of the Presidential Committee to Review the Salaries of Full-time Faculty Women at York University.

1. The first paragraph indicates that salary adjustments ranged from \$600 to \$1200. This in fact is incorrect. The range of individual awards was from \$250 to \$4000. The amounts stated in the article, i.e. \$600 to \$1200, are in fact average awards as follows:

—taking all full-time faculty women \$601
—taking all women reviewed . . . \$739
—taking women who have received an adjustment . . . \$1184

2. The 8th paragraph deals with the issue of Back Pay, but it is not correct as it is written. If you refer to page 11 of the York University Report, you will note that the 1975 "Senate Task Force Report on the Status of Women recommends that the university set aside a sum of money to be paid as two years back pay to full-time female faculty members and male instructors judged by the Committee to be entitled to such back pay". However the Committee report goes on to state that

the Committee concluded that back pay was an issue separate and distinct from its primary task of rectifying salary anomalies for 1975-76. The Committee therefore made no awards of back pay to any individuals. At no time during its investigation did the Committee "discover that a number of full-time female faculty members and male instructors were entitled to certain amounts of back pay". Further, the Committee report clearly states that the Committee recommended that the President investigate the issue of back pay; it did not recommend "that the University set aside a sum of money to provide two years back pay to faculty members entitled to such funds".

I believe that you may have confused the recommendations of the Senate Task Force Report on the Status of Women (March 1975) with the various recommendations in the Report of the Presidential Committee to Review the Salaries of Full-time Faculty Women (November 15, 1976).

Jane Banfield Haynes
Chairman,
Presidential Committee
to Review the Salaries
of Full-time Faculty
Women, and
Adviser to the President
on the Status of Women

Advertisements biased

Sir,
The April of the CAUT Bulletin gave me a great deal of sadness.

In prominent positions there are three large advertisements from the Department of Native Studies at Trent University. Two of them indicate a policy of racial discrimination in hiring. I had always imagined that such practices were against the policies of the CAUT. I had also, perhaps naively, believed that a policy of discrimination in favour of a candidate of a given racial origin was against the Human Rights Code of Ontario.

Nobody is probably more aware than myself of the past injustices meted out towards the indigenous population of Canada. However, as I was told in the nursery, "Two wrongs do not make a right". Moreover there are people who adopt a given ethnic

identity, and ultimately become assimilated to it, who do not have any ancestor of that ethnic group; British history is full of such examples.

I came to Canada in 1959 because it offered a home where my children might be brought up away from the class system and racial biases that prevailed in the country where they were born. In eighteen short years we have moved along the road of prejudice so that an advertisement flaunting a racist discriminatory policy of hiring can be accepted by your journal.

I hope that you will have the wisdom to issue a disclaimer.

Ian Whitaker
Dept. of Sociology
& Anthropology
Simon Fraser University

Notice

The April issue of the CAUT BULLETIN (Vol. 25, No. 3) carried a series of three advertisements calling for applications for specialists in different areas of native studies. Subsequent to the publication we have received objections to the indications in these advertisements that preference will be given to a candidate of native ancestry on the grounds that such stipulation constitutes a form of bias.

Upon consideration of this objection, the CAUT has decided that the advertisements do, in fact, make requirements related to race. The CAUT expresses regret at having published the advertisements in that form. In future, the publisher will attempt to persuade a client to make necessary changes in an advertisement placed in the CAUT Bulletin. Failing this, the publisher reserves the right to make the necessary changes or deletions in advertising copy if it is deemed to contravene various provincial human rights regulations which prohibit discrimination on the grounds of age, sex, marital status, race, ethnic background, nationality or place of origin.

Al Fresco not funny...

Sir:

I was sorry to see that the CAUT Bulletin gave such prominence to an espousal of mediocrity as seen in the contribution by "Al Fresco" (Vol. 25, No. 3, p. 8), however humorous was your and his attempt to discourage scholarship. No one, of course, will take seriously the suggestion that if a departmental phone bill is too high, one should fire those who publish or do other research. Still, since some professors may agree with "Dr. Fresco's" anti-work ethic, the following points might be made:

1. There is no such thing as "Publish or Perish." The majority of professors at universities do not publish regularly and yet obviously do not perish.

2. Publishing articles is no guarantee of survival in academia. It is a means of letting one's abilities be judged by peers at other institutions, but that is no guarantee that those ideas are a meaningful contribution to research. No serious department accepts published articles as a factor in evaluation for promotion, unless those articles are also evaluated for quality.

3. Those of us who do publish—and sometimes fall on our faces in so

doing—partake at least in the joy of discovery of truth, of advancing knowledge, however slowly that truth must come.

4. Those of us who publish have no quarrel with those who do not. There is room for both of us in this world. But why it is that those who do not wish to be judged by their peers at other universities, also wish to deprive others of that privilege is beyond my comprehension.

Junius

Our mistake

A news story reporting the proceedings of the CAUT Board meeting (CAUT Bulletin, April 1977, Vol. 25, No. 3) stated that CAUT regional offices were financed through a per-capita levy on CAUT members. In fact, as Board and Council minutes attest, the per-capita levy was voted to pay for a general expansion of CAUT services, with regional offices receiving a certain portion of the funds collected through the levy.

New CAUT President; Vice-President elected

The Canadian Association of University Teachers governing Council elected Professors Gordon Jones and Ron Bercov as President and Vice-President, respectively at its annual meeting in May.

Professor Jones served as Vice-President of the Association during the 1976-77 academic year. A Canadian citizen, Dr. Jones is Associate Professor of English Literature at the Memorial University of Newfoundland. A graduate of the University of Leeds (B.A.), McMaster University (M.A.) and the University of London (Ph.D.) Dr. Jones has taught at Memorial since 1964 and has published extensively in his area of specialization.

Professor Jones was President of the Memorial University Faculty Association in 1972-73, Newfoundland representative to the CAUT Board of Directors in 1975-76, member (ex-officio) of the CAUT Relations with Government Committee and the CAUT Finance and Management Committee.

He replaces Dr. Jill Vickers as CAUT President.

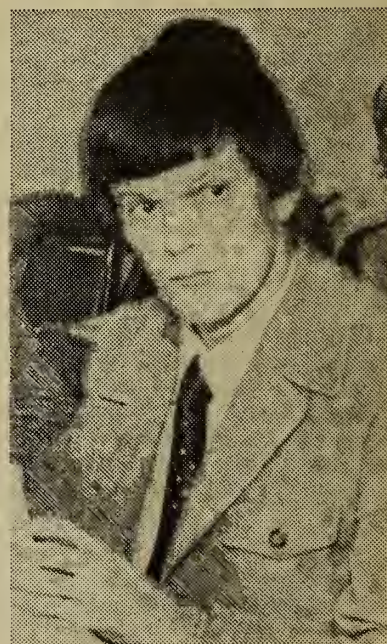
Dr. Ron Bercov, the new CAUT Vice-President, is Professor of Mathematics at the University of Alberta. He is a graduate of the University of Alberta (B.Sc.) and the California Institute of Technology (Ph.D.). Before coming to teach at the University of Alberta, Professor Bercov taught at the California Institute of Technology and the University of Washington.

He was member of the CAUT Board of Directors and President of the Academic Staff Association of the University of Alberta.

Dr. Bercov is member of the Council of the Canadian Mathematical

Congress and member of the American Mathematical Society.

He replaces Professor Jones as Vice-president of the CAUT.



Gordon Jones

Nouveaux Président, Vice-Président de l'ACPU élus

Le Conseil d'administration de l'Association Canadienne des professeurs d'université a élu les Prs Gordon Jones et Ron Bercov respectivement président et vice-président de l'Association à sa réunion à Ottawa, Mai 12 et 13.

Amnesty International



Set them free

by Jean Sonnenfeld

1500 Missing Persons In Chile

A world-wide campaign on behalf of disappeared political prisoners in Chile has been taking place since the beginning of March. It is estimated that since September 1973 well over 1500 persons have been arrested but never subsequently located by their families and friends, whose letters to the authorities remain unanswered. In 1976 alone over 100 persons disappeared. Universities, as well as labour unions and churches, have been singled out for particularly brutal treatment.

In an effort to gain a measure of respectability in the eyes of world opinion, the Chilean junta, which violently overthrew the democratically elected government of President Salvador Allende on September 11, 1973, has, over the past two years, enacted a series of measures calculated to give its repressive policies a semblance of legality and moderation. Arrests are no longer made on a massive scale, many prisoners arrested after the coup have been released, and two pieces of legislation have been adopted to give Chilean citizens some formal protection against the possibility of illegal arrest and detention. The most significant piece of legislation is Supreme Decree 187 of January 28, 1976, which sets forth procedures to follow when carrying out arrests and detentions: searches of residences must not be carried out without search warrants, and detention orders must, within 48 hours, be issued to the next of kin of the arrested, naming both apprehendor and detainee, and stipulating date, time of arrest, and place of detention.

However, in spite of appearances, legality has not returned to Chile. The virtually unlimited discretionary powers conferred by the junta upon its arm, the DINA (the military security police), remain undiminished. Decree-Law 521 of June 14, 1974, by virtue of which the DINA was created, gives it complete control over all internal security matters, and defines its purpose as: "producing the intelligence required for the formulation of policies, planning and adoption of measures to protect national security and the country's development". Agents of DINA are accountable to no one but the President, and are prohibited from appearing in law courts, even when summoned; courts must, instead, accept reports from the Ministry of the Interior, based on evidence submitted to it by the DINA. This evidence is almost certainly extracted by blackmail and terror. The information received by Amnesty International from Chile, as well as the UN Ad Hoc Working Group's report of February 1976, document the widespread use of torture, physical and mental. The DINA operates several unofficial detention and torture centres, such as the sinister Villa Grimaldi in Santiago, and Colonia Dignidad in Linares Province, where hundreds of people suffer at the hands of pathological sadists like Osvaldo Romo, the master torturer of Chile, Lieutenant Rodrigo Lorenz, or Captain Miguel Marchenko.

About a quarter of all arrests in Chile reported to Amnesty International in 1976 resulted in the disappearance of the detainee. This practice has not stopped, despite the official announcement in November 1976 of the release of all political prisoners held without trial under the country's State of Siege.

In violation of the junta's own laws, people continue to disappear following a grimly familiar scenario: plainclothed DINA agents kidnap their victims, hold and torture them in secret detention places, and sometimes murder them, while authorities disclaim any knowledge of the fate of these persons.

Typical of the fate of "disappeared" people is that of Marta Lidia Ugarte Roman, an elementary school teacher and labour leader. On September 12, 1976, her body was found on a beach in Valparaiso bearing obvious signs of horrible torture. She had been detained a month earlier by agents of the DINA. Queries by her relatives, by the Vicariate of Solidarity of the Catholic Church, and by foreign governments and international organizations received the same reply from the Minister of the Interior, General Benavides: "Maria Ugarte has not been detained".

How is Canada trying to stop these injustices? David MacDonald (PC - Egmont) has introduced Bill C-404 in the House of Commons, that would prohibit aid to foreign countries violating human rights, "including any cruel, inhumane or degrading treatment or punishment, any prolonged detention without charge or any other flagrant denial of the right to life, liberty and the security of the person". Mr. MacDonald believes that "initiatives such as this are not ... an 'interference' in the internal affairs of a nation" but that "it is our economic assistance in support of an oppressive status which constitutes 'interference' by Canada".

Support for Bill C-404 can be given in letters to your Member of Parliament. Moreover, if information about the 1500 missing Chileans is to be obtained, pressure must be urgently and persistently brought to bear on the Chilean authorities by sending letters, telegrams and petitions, by contacting Chilean diplomatic representatives, and by urging the Canadian federal and provincial governments and parliaments to take action.

(As the CAUT Bulletin was going to press, the leader of Chilean junta, General Pinochet, announced DINA's dissolution. No indication was given as to the fate of the prisoners held by DINA.)

Amnesty International news items of particular interest to the academic community appear regularly in the CAUT Bulletin. The space is made available to Amnesty International by the CAUT as an indication of the support the CAUT extends to AI and its aims. Support of particular cases is a matter of individual conscience on the part of CAUT members.

Ottawa notes

by Jill Greenwell (CAUT)

Canadians For Health Research

The CHR, a national organization whose objectives are to educate governments and the public to the need for long term and stable funding for scientific research and to improve communication between the research community, governments and the public, and whose membership is from both the public and science communities, will be holding its first national conference in Ottawa on October 24-25, 1977. Purpose of the conference: to provide an opportunity for those from the lay public, medical research and governments to discuss their assessments of the present status of medical and science research in Canada, the problems and needs, and to deliberate on future opportunities, aspirations and goals. Among the speakers — Gerhard Herzberg (Nobel prize winner), Claude Fortier (Vice-Chairman of the Science Council), and David Suzuki (UBC Zoologist).

Pensions and Inflation

According to Statistics Canada figures, as of 1 January 1976, there were 3,902,498 members enrolled in private pension plans. There were only 29 private pension plans which provided, after retirement for an annual escalation of pensions at a rate equal to the rise in the CPI: 142 for an annual escalation at a rate less than the CPI: and 15,474 had no provisions for escalation after retirement.

An Historic Occasion?

The Council of Ministers of Education met with representatives of various national education organizations, including the CAUT, AUCC and the Association of Canadian Community Colleges in Toronto on June 20, 1977. The meeting — the first of its type for the Council, was an exploratory one to determine the viability of broadening the Council's current operating procedures to permit it to assume a greater national role in education. The CAUT representatives urged the Council to continue its moves towards genuine openness and accessibility, and the development of an adequate CMEC secretariat on post-secondary education to facilitate consultations at the staff level between the Council and interested organizations.

(The CMEC currently has only a limited professional staff capacity in the post-secondary area). The CAUT also expressed a desire for a continued and strong federal presence in education and in the Council's deliberations. The representatives deplored the growing indications of provincial parochialism in higher education, citing as examples differential fees for foreign students and the potential danger of similar differentials for out-of-province students, and the increasing tendency to promote short-run mission-oriented research at the expense of basic research. While recognizing the need for overall planning in the development of the country's manpower needs and the important role that universities play in this process, they nevertheless called on all levels of government and the education community to cooperate and strengthen the traditional education / research functions of universities while formulating these national manpower policies. No further meetings are scheduled with educational groups while the Council assesses its role and the merits of continuing such discussions.

Reorganization of the Granting Councils

Bill C-26, dealing with the reorganization of the granting councils, received royal assent on June 29, 1977. The bill, a multi-sectioned document which amends the mandates of various government bodies dealing with scientific research, also creates two new granting councils — the Social Sciences and Humanities Research Council and the Natural Sciences and Engineering Research Council. Not included in the Bill, but perhaps of equal significance is the establishment of the Inter-Council Coordinating Committee. Composed of the Secretary of MOSST as Chairman (currently Denis Hudon) and the heads of the three granting councils, the ICCC will, according to Hugh Faulkner, Minister of MOSST, have a threefold role: advising on the allocation of funds among the councils; ensuring the coverage by the councils of all recognized disciplines, including that of interdisciplinary studies; and standardizing the granting practices of the councils. It is not intended to provide another mechanism for communicating to the science community (that function will be undertaken by the individual councils and their presidents) and for this reason the government sees no reason for representation from outside organizations from the community at large on the ICCC. The Committee will, however, be open to receive briefs and from time to time to invite individuals to attend meetings from both inside and outside the government.

Freedom of Information

The long promised Green Paper on Public Access to Government Documents, tabled in the House on June 29, 1977, by John Roberts, Secretary of State, is expected to be referred to the Standing Joint Committee on Regulations and other Statutory Instruments in the near future. The paper, which has already provoked a good deal of criticism by the press, leaves no doubt that the Government, while acknowledging the benefit of making certain types of information more accessible, has no intention of introducing legislation modelled on the American Freedom of Information Act. The paper, clinging tenaciously to the concept of ministerial responsibility, proposes that final authorization for the release of information rest with the minister, and argues against any form of independent adjudication (either by the courts or an independent commissioner) of government decisions to withhold information. It proposes that the list of those categories of information exempt from release be modelled on the present list of 16 exemptions introduced by the Government unilaterally some four years ago for the tabling of documents requested by MPs — a list which has been found to be totally ineffectual for extricating information from the government.

The CAUT has already supported the ACCESS Brief on Freedom of Information, presented to the Government in May, and will be making representations to the government on the proposed legislation.

Canadian Studies in Edinburgh — on the way to projecting Canada aboard

James A. Gibson

A year ago Ian Drummond wrote an account of his experience as the first Visiting Professor of Canadian Studies (CAUT Bulletin, Sept. 1976. Vol. 24, No. 7), calling attention to the process to some of the things which the Centre for Canadian Studies was *not*, and raising the question whether some of the hopes and aspirations for such a Centre in this University were not, perhaps, illusory, and too far removed from what he assumed the model for academic activities by a Canadian might bet.

As his successor in the Visiting Professorship I have thought it might be of value to record some of my impressions and to give an account of some of the principal activities during the academic year 1976-77.

When I was appointed (formally in May, 1976) I assumed that the Visiting Professorship was, and was intended to be, a *teaching* enterprise. In fact I shared the lecturing requirements in Canadian Studies I ("the land and people of Canada"—examining department Geography) for the latter half of the first and for the whole of the third term, together with 2/3 of the tutorial requirements of the first term. In Canadian Studies II (Problems of Canadian Government) I was responsible for all the tutorial work throughout three terms, and for the lecturing (three hours weekly) in second and third terms, and I was the internal examiner (Politics) for this course. Canadian Studies III considers the history of Canada, in which I gave two survey lectures (on the "decades" of the 1930s and the 1940s).

It follows that I had not regarded the Visiting Professorship primarily as an opportunity for research, nor for the supervision of graduate candidates. In fact I was able to read widely in the University Library: the holdings in the Geography and History of Canada are already extensive, and those in Politics and Economics are being steadily augmented. The Library receives selective serial publications (housed in the Reference Section) from a wide range of departments and agencies of the Government of Canada; the occasional item not available in Edinburgh I could borrow from the Library at Canada House. The Centre itself now receives *Le Devoir* on a daily basis; the *Globe & Mail* has been arranged for; ten other monthly or quarterly publications also come on subscription or as gifts.

Perhaps the most important auxiliary function of the Centre is as a focus for interest in things Canadian and for many informal meetings as well as more structured Seminars. During the year there were more than 20 "academic" visitors, many of whom gave talks on Seminar presentations. The main Seminar on *Canada and the EEC* extending over two days, attracted widespread

Professor Gibson, President Emeritus of Brock University, was Visiting Professor of Canadian Studies, Edinburgh, in 1976-77. He was a founding member of CAUT, and a member of the first Executive Committee (1950-51) from which he resigned on appointment as Dean of Arts and Science in Carleton University (1951). He remained a member in good standing until his retirement as President of Brock University in 1973.



A view of part of the University's George Square campus in which area the Centre for Canadian Studies is located.

attention and some notice in the press; and the Centre joined in the arrangements for a one-day Conference on French-Canada today. The developments in French-speaking Canada, together with the Scottish interest in Devolution and a separate Assembly, were constant subjects of discussion; and the sense of a Canadian *presence* in the University Precinct seemed to me an important accompaniment of the consideration of contemporary Canadian questions and concerns.

A Visiting Professor has of course opportunities for speaking outside the lecture hall and outside the University. Because the Foundation for Canadian Studies had a major part in the original financing of the Centre, a Foundation Lecture is given in London, before an invited audience. I was invited also to give an Inaugural Lecture in the University; the subject "Federalism and the Canadian Identity" was the theme of many of my extra-mural contributions, whether to the Scottish Branch of the Royal Institute of International Affairs the Royal Commonwealth Society, Scotland; the annual conference, in Oxford, of the British Association for Canadian Studies; or to seven University seminars in various parts of the United Kingdom. The Chaplaincy Centre assembled an interested group on "The Scots in Canada", and I was invited to speak at the opening in Edinburgh of the Exhibition of the Group of Seven.

One of the personal rewards of the year in Edinburgh was the satisfaction of rounding out nearly 40 academic years once again, as I began, as a "full-time" teacher. Those whose working lives encompass university "administration" (whether as Dean or as executive head) make deliberate choices, one of which involves the foregoing of many class and seminar hours to which one had been "brought up". The opportunity to resume teaching as a main vocation was a welcome one; and it provided also many contacts with Edinburgh undergraduates and graduate students wishing to pursue further studies in

1. Published by the University Press, Edinburgh 1977, pp. 15

might consider to be better used in purely "domestic" concerns. But Edinburgh has many and continuing academic connections with Canada; the members of the directing Committee for the Centre (drawn from nine academic departments) have had direct and recent experience in Canadian Universities; and the University authorities, led by the Principal, two of the Deans, and the Secretary to the University, have given discriminating and helpful support.

My own view, seen partly against the background of the Symons Commission Report², is that there is a strong and valid case for building on the institutional strength and the lively cultural interest that Edinburgh represents. If Canadian Studies are to be introduced by title into other British foundations, it will be material that they should be properly funded; that they should benefit from the working experience of Edinburgh; and that they should proceed steadily and at a reasonable pace. It is possible that "the projection of Canada abroad", by which the Massey Commission more than 25 years ago set such store, will be continually enhanced by the work of the Centre for Canadian Studies.

2. Ian Drummond noted that (when he was writing) the Centre did not possess a copy of this Report. One copy I brought personally to Edinburgh; a second copy was sent to the Convener by the Commission.

Faculty of Education

University of Alberta

Invites Applications by December 1, 1977 for the Positions of

Chairman, Department of Educational Psychology

Chairman, Department of Secondary Education

These Positions are open to both Females and Males

Appointments effective July 1, 1978

Address enquiries and applications to:

Dr. Walter H. Worth
Dean, Faculty of Education
University of Alberta
Edmonton, Alberta
T6G 2G5

Bishop's Collective Agreement Good Model To Follow Says Faculty President

The Association of Professors at Bishop's University in Lennoxville, Quebec, has signed its first collective agreement, after approximately six months of negotiations with the university administration. The Association was certified in March, 1976.

According to Professor John L. Redding, past-President of APBU, some credit for reaching a mutually satisfactory agreement quickly must be given to the university administration which did not use the fact of unionization as an excuse to impose an "industrial model" on the university. It is worth noting, Prof. Redding said, that the faculty association and the university administration have shown that unionization and collective agreements are not inimical to the concept of collegiality, provided that the administration of the university also wishes to preserve this concept.

Prof. Redding said that any administration which does not want to share responsibility for the general management of the university with the faculty, students and the community will use the negotiation process to entrench its own position with regard to "management rights", while denying the faculty the privilege of negotiating any rights which are not clearly related to the position of professors as employees of the university.

Prospects for graduates bleak in Europe; Canada not far behind

by I. Cinman

In the next twenty-five years very few teaching positions will be open to university graduates who will choose university teaching as a career in Germany, Denmark and the United Kingdom. Similar problems are projected for Belgium and France, according to European Liaison Committee of the International Association of University Professors and Lecturers.

Little or no growth in student numbers has forced the Belgian government to tie the number of established university posts directly to the number of students enrolled, while in France, many universities have been used in recent years to "park" a substantial number of students. Limitations on the length of courses had recently compelled students to cease formal studies and many are unemployed, particularly those in the humanities and certain social sciences.

In Ireland, where general unemployment is the highest in the EEC, post graduate enrolments have risen sharply, partially postponing some graduate unemployment. Some 9 to 12 per cent of university graduates leave Ireland, while the government, in a move which the committee says only served to exacerbate the graduate unemployment situation, has recently ceased recruiting social workers, creating a special problem for Social Science graduates.

Things aren't much better in Canada, as reflected in the most recent Statistics Canada findings.

In the first nine months of 1974, the latest period for which complete figures are available, only 37.5 per cent of those graduates with B.A.

No Objections

All universities today have members of the faculty sitting on the Boards of Governors. "As far as I know," Prof. Redding said, "Bishop's is the only university which did not object to these professors being members of the bargaining unit."

"Those who have objected would probably argue that it would be absurd, if not illegal, for a union to conclude a collective agreement with a board of Governors on which its members are sitting. It may or may not be illegal, but it is certainly not absurd."

In the past, faculty members sitting on Boards of Governors had a say on salary matters which affected their colleagues. When voting, these professors are expected to make decisions in a fair manner, in the interest of the whole university community.

"Why should they be expected to behave any differently after their faculty association becomes certified?" Prof. Redding wanted to know.

"The fact that it may be illegal is another point, but it is easily avoided."

The solution adapted at Bishop's was for the Board of Governors to create an "Advisory Board", made up of senior academics and several

members of the Board of Governors, but no students and professors, with powers for implementing the financial policy of the institution and to negotiate and sign collective agreements on behalf of the Board.

Unionization, Prof. Redding said, because it forces the Administration to justify what it wants to do, in a quasi public forum, can result not only in improved economic benefits, but in a strengthening of collegiality and also can lead to a more stable and settled situation, since the rules are now known and not subject to whim or caprice on the part of the Administration.

Some highlights of the Bishop's Collective agreement:

Renewal and Tenure: A committee of three professors, two students and the Dean recommends to the Principal. If the Principal does not accept a recommendation he is required to inform the professor concerned who can then appeal to an External Appeals Committee (composed of academics) whose decision is final and binding. Naturally, an appeal can also be made against an unfavourable recommendation of the committee itself. Previously, allowances were made only for an appeal against an unfavourable decision of the committee.

Promotion: This is separated from renewal and tenure. A committee of the Principal, the Dean and two professors determines promotion. An appeal against the denial of promotion is to an internal committee of three professors, one elected by the faculty, one appointed by the Principal, and one appointed by a sub-committee of the Board of Governors (the sub-committee itself consists of one representative from each of the

groups on the Board — professors, students and community). The decision of the appeal committee is final and binding.

Redundancy (for academic or financial reasons): Redundancies created by a re-appraisal of the academic needs of the University can only originate in the Senate. If the position of any professor is declared redundant by the Senate then before his appointment is terminated every effort must be made to re-deploy him to, or to re-train him for, another post, either academic or administrative. Only if no such possibilities exist can his appointment be ended, and he can appeal. However, if the professor is tenured, his appointment can in no way be ended. He can be offered early retirement (if within five years of the normal retirement age) and will receive the pension he would have received at the normal age for retirement. The only way in which a tenured professor could lose his appointment in this situation would be if he refused to accept any of the alternatives offered and the appeal board ruled that his refusal was unreasonable. He would then have to accept or leave, at the end of the following academic year, and would receive an additional sum of one year's salary. The non-tenured professor whose appointment is ended will receive one year's notice (or salary in lieu) plus one month's salary for each year of service. If a state of financial exigency is suspected, a halt to all new appointments is to be decreed immediately, and a joint-committee of the Association and the Corporation — Bishop's University —

Cont'd on p. 7

France Professors rescue colleagues from students who failed

by Joan Smythe

PARIS: Sixty professors of the science faculty of a university in the outer suburbs of Lyon were held hostage in the senior common room of the university campus by a group of students who has been failed in their first year diploma examinations. They were later released by 30 other professors.

The bizarre story made headlines in the French national press, but was more like a rather grotesque rag than a dangerous confrontation.

The 60 professors were held all night by three students acting on behalf of the several hundred first year students involved. They were "liberated" the following morning by a group of 30 other professors who forced the locked doors and overcame the three students in a quick scuffle.

During the night the students on guard let some hostages out to buy sandwiches and drinks, and the professors themselves, who were in touch by phone with the president of the university, asked that the police should not be called in.

It started when the results of the first year examination were posted. Admission to second year studies depends on passing the examination but only 120 candidates passed out of

460. Even so, to get 120 passes, the examiners had had to lower the pass mark level from 10 to 7.5 out of 20. Only 40 students scored 10 or more. A low standard of mathematics was blamed for most of the failures.

Students stormed into the common room on a first assault on the professors, complaining that the examination papers had contained two questions not on the syllabus. (This was later denied by the president of the jury of examiners.)

At that point the besieged professors, including some of the examining jury, calmed things down by agreeing to accept 33 extra candidates. But at a meeting of the full jury the next day this was voted down as a decision made "under duress".

The students then moved in, barricading the 60 professors, who happened to be together at that particular moment.

The National Students Union completely disassociated itself from the affair and in a public statement said: "This kind of cowboy action by a few hotheads can only bring discredit on the student body while not helping in any way to solve the real problem—the whole value of the diploma system."

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NDU Closed; B.C. Government denies collective bargaining rights to faculty

by Ron Lowe

On May 31, 1977, Notre Dame University in Nelson, B.C. ceased operations. Appointments of all tenured and untenured faculty were terminated. In 1975-76 provincial funding restrictions had already forced the university to curtail programs resulting in the layoff of some 19 tenured and untenured faculty. Closure of NDU is part of a government plan to deliver degree-level programs on several sites in the B.C. interior. The Nelson campus is expected to be one of these sites. Although NDU will continue awarding degrees for another five years, students will be required to complete programs from courses of one of the province's other universities.

FANDU Decertified

An agreement has been reached whereby the B.C. government purchased the NDU campus on June 1, 1977, renaming it the David Thompson University Centre. (NDU was a privately-run university, although it received funds from the provincial government.) However, the Minister of Education, Dr. Pat McGeer, has also introduced legislation (Bill 68) which retroactively decertifies the Faculty Association just prior to the purchase. The Faculty Association was a certified bargaining agent under the province's Labour Code. The decertification under Bill 68 will deprive faculty of "successor rights" on the Nelson campus, rights defined in Section 53 of the Labour Code. Essentially, "successor rights" would entitle faculty to retain their academic positions and the rights contained in their collective agreement if programming on the site were continued by the government. It has been alleged that the decertification was necessary because the presence of a faculty union was an obstacle to obtaining cooperation of other universities in the province to offer degree-level programs in Nelson.

Reaction to Bill 68 and its infringement on the collective bargaining rights of faculty at NDU has been widespread and vocal, particularly from the labour movement in B.C. The B.C. Federation of Labour has labelled the legislation "union-busting" and a serious threat to organized labour in the province. Along with representatives of the Federation, FANDU and the Cana-

dian Labour Congress, CAUT has met with the provincial Social Credit and NDP Caucuses to protest Bill 68.

All local and provincial associations have been requested to protest the legislation. A delegation from CAUT and faculty associations in B.C. met with the Minister of Education to ask that the offensive sections of Bill 68 be removed. In addition, CAUT has filed an official complaint with the International Labour Organization (ILO) in Geneva, charging that Bill 68 violates ILO conventions. The CAUT has also lodged a complaint with the Minister of Labour John Munro, who is expected to discuss the matter with the B.C. Government.

The CAUT sees Bill 68 as infringing on the faculty members' right to join a union and his or her right to employment while a union member. Moreover, in infringing on the ILO Conventions by abolishing the union and the collective agreement, the B.C. Government is effectively undermining the development of voluntary negotiations between employers' and workers' organizations.

General Strike Threatened

In further protest of Bill 68 and another piece of legislation (Bill 65) which terminated collective agreements of more than 1,400 employees of the Vancouver Resources Board, the B.C. Federation of Labour has asked its 240,000 members for a mandate to call a province-wide work stoppage. The Federation is also concerned the government may be planning other "anti-labour" legislation destroying collective bargaining rights of other workers in the province.

Unfair Labour Practice

Bill 68 has prompted the Canadian Labour Congress to file an unfair labour practice charge with the B.C. Labour Relations Board on behalf of faculty at NDU. It is an unfair labour practice in B.C. for an employer or person acting on behalf of an employer to "refuse to employ or continue to employ any person or discriminate against any person in regard to employment, or any condition of employment, because the person is a member or officer of a trade union." It is also an offence to "seek by intimidation, by dismissal, by threat of dismissal, or by any other kind of threat, or by imposition of a penalty, or by a promise, or by a wage increase, or by altering any other terms of employment, or by any other means, to compel or to induce an employee to refrain from becoming, or continuing to be, a member or officer or representative of a trade union." The Minister of Education has been named as the person allegedly committing the offence.

New Collective Bargaining Officer Appointed

The Canadian Association of University Teachers has appointed Edward A. Bartley to the position of Professional Officer for Collective Bargaining. Mr. Bartley, 27, of Peterborough, Ont. is a graduate of Osgoode Hall Law School, where he specialized in Labour Law and related subjects. He replaces Mr. Geoff England who is teaching at the Faculty of Law, University of Calgary. CAUT Senior Collective Bargaining Officer Ian McKenna intends to pursue studies in Law at the University of Dundee, Scotland.

Western Report

by Ron Lowe (CAUT Edmonton)

Alberta Passes Bill 41

The Alberta government has passed Bill 41, the Public Service Employee Relations Act, substituting binding arbitration for the right to strike, affecting more than 3,600 civil servants. The legislation is consistent with government policy which is to remove the right to strike by provincial civil servants. University faculty in Alberta are not included under the terms of Bill 41. However, Bill 41 amends the province's Universities' Act to deny faculty access to the Alberta Labour Act. Consequently, academic staff in Alberta universities have lost collective bargaining rights available under the Alberta Labour Act, and Alberta becomes the only province in Canada where university faculty are not able to unionize.

1977-78 Salary Negotiations

The 1977-78 salary negotiations for most universities in western Canada have now been completed. Negotiations at the University of Calgary and the University of Alberta were settled by arbitration. However, at the University of Calgary, the arbitration award itself is in dispute and is being challenged in the courts. Still to come are the University of Regina and the University of Saskatchewan who have recently been certified under Saskatchewan's Trade Union Act and who are negotiating their first collective agreement. The University of Manitoba Faculty Association is in the process of negotiating their collective agreement as well, but has encountered serious problems in the area of salaries and the appointment of chairmen.

One of the more recent settlements occurred at the University of Victoria where faculty will receive a 6.29% scale increase with an additional 3.24% for merit, distributed between "satisfactory" and "exceptional" performance increments. The 1976-78 salary floors are as follows:

Lecturer	\$14,000
Assistant Professor	17,400
Associate Professor	22,175
Full Professor	27,650

Saskmedia Talks to Resume

Following recent meetings with senior officials of Saskmedia, a crown corporation established to produce educational programming in Saskatchewan, the Board of Directors of Saskmedia have agreed to meet the Saskatchewan Association of Artists and Educators (SAAE) for the purpose of concluding writer and performer/educator agreements. The SAAE, composed of the CAUT, ACTRA, and the faculty associations of the University of Saskatchewan and the University of Regina, has been attempting to set up negotiations with Saskmedia for more than a year and has asked their members to avoid any contractual links with Saskmedia until the appropriate agreements have been concluded.

Labour Relations Board Decision

The Manitoba Labour Relations Board has ruled that the Brandon University Faculty Association is not a union and that the faculty-administration brief or handbook did not constitute a collective agreement. An application to the Labour Relations Board was made by BUFA to establish the appropriate membership in the faculty association's bargaining unit. BUFA has asked the Labour Relations Board to reconsider its decision in light of additional information to be submitted and is also considering making an application for certification.

New Handbook Approved

The Faculty Association and Board of Governors at the University of Lethbridge have ratified a new Faculty Handbook. The Handbook reflects the results of negotiations which took place during the past academic year.

CAUT Bulletin ACPU

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dent in Canada should, according to the Guidelines, be required to justify its decision to a university or a faculty committee on appointments.

The document goes further, urging various academic, professional and government agencies to cooperate in forecasting future academic and manpower needs so that university students, particularly those engaged in post-graduate work, have more information to plan their careers.

At the same time, concerned with university autonomy in matters of appointments, the preamble is clear in opposing government-sponsored regulations which may be set up to control university hiring procedures.

Differential Fees

The Council went on record opposing the principle of differential fees for foreign students. Primarily a response to Alberta and Ontario governments' announcement that foreign students ought to pay higher

Cont'd on p. 7

Ontario Faces "Economic and Cultural Suicide" if University System not Changed

by I. Cinman

There is at least one consistent element which rules Ontario Government attitudes towards the Universities, says the Ontario Confederation of University Faculty Associations in its brief presented to the Ontario Council on University Affairs in June.

That is expediency.

When imposing wage controls, the universities are "unceremoniously thrust into the public sector, whereas their pension plans are considered to be private when their adequacy is questioned in dealing with the Ministry of Colleges and Universities".

In general, says OCUFA, the relationship between the Government and the universities is marked by a disconcerting tendency for the latter to be regarded as sometimes within and sometimes without the so-called "public sector".

Relations disrupted

A series of recent initiatives by the provincial government, in particular the fee increase for foreign students studying in Ontario, imposed without consultation and with little appropriate analysis, have served, OCUFA charges, to disrupt and further damage the relationship between the university and society.

One section of the eight part document joins the current debate on whether standards of literacy and numeracy are declining among university entrants.

Incomplete and anecdotal evidence,

A steadily aging professoriat, with little prospect for an influx of young academics in the next twenty years, spells stagnation for the university system in Ontario, says OCUFA.

coupled with inconclusive results of research projects are readily available, but, says OCUFA, "it would be premature and probably unfair to many future university students to suppose that there are grave deficiencies in current secondary school curricula or in university admission standards".

Any raising of university criteria for admission through the introduction of "purportedly" objective entrance examinations might strengthen the existing socio-economic bias against students from lower income groups, further lowering Ontario's participation rate, already one of the lowest in North America.

Faculty Aging

But the major thrust of the brief points to the problems of faculty aging and the shortage of jobs for young academics who emerge from graduate programs in Ontario and elsewhere in Canada.

In effect, says OCUFA, Ontario is facing economic and cultural suicide, if an entire generation of researchers and scholars can not be slotted into a system "that depends absolutely on continuous advances in knowledge of men and nature and the institutional and technological application of such

knowledge".

A partial cause of the broad problem, the brief says, is that of faculty members' pensions. An "age-bulge" exists in Ontario's universities, where most professors are now in their early forties. As a result, OCUFA projects that there will be "relatively few 'normal' retirements until the 1990's". Moreover, this bulge will not be reduced, since drastically declined student enrolments and "fiscal expediency" will mean that few new professors will be hired in the next two decades.

"The current composition of Ontario professoriat is one direct result of the massive growth of the system ordained by Queen's Park in the 1960's."

Universities to stagnate

The markedly skewed age profile which has ensued, threatens the university system in Ontario with stagnation, says OCUFA. "No more than 17 per cent of the professoriat can be expected to retire by the end of the 1980's." A certain number of academics will leave the university for other reasons but the "no-growth" state spells a steadily aging professoriat, with few people entering university employment for approximately the next two decades.

"This pattern has stultifying implications for the character of university education," says the OCUFA brief.

One possible method of relieving the problem is to encourage professors to take early retirement, thus opening up permanent positions in the universities to the rising generations. OCUFA suggests that this can only be done if potential retirees can expect adequate pensions, but at the moment "it is virtually impossible for the vast majority of academics to consider retirement before the normal age".

Inadequate pension plans

As it stands now, no plan possesses sufficient protection against the current rate of inflation and the average rate which is expected to prevail for the foreseeable future. Not all plans provide an automatic survivor benefit without actuarial reduction; restrictive vesting provisions are a feature of certain packages; unacceptable sex-bias differentials exist in pension benefits; and no adequate attention is paid to consultation with faculty on policy and management.

OCUFA advocates a speedy introduction of a pension scheme covering all university professors, with one level of contributions and benefits.

But even such system-wide coverage would perhaps be inadequate, given the current age distribution. Possibly, the brief notes, the answer for a most equitable plan is to "absorb professors into one or another public sector plans, such as the teachers' superannuation scheme or that of the Ontario public servants".

The study admits that such solutions are not without certain drawbacks — the question of university autonomy;

difficulty for making special provisions for early retirement and partial retirement, for example. OCUFA suggests that solutions must be found quickly, before "the crisis becomes a debacle".

"It is feared, with reason, that the inevitable surge of retirements, peaking at about twenty-five years' time, will strain pension funds and institutional goodwill beyond endurance."

Conditions similar to 1930's

The current general conditions in the province's post secondary education sector, according to OCUFA, are similar to those of Ontario from the 1930's into 1950's, when many teachers tended to be frozen in their ranks and salaries, year after year. Low salaries, especially in Humanities and Social Science encouraged university teachers to leave the university. Academic support was minimal, class sizes often large, opportunities for research limited, buildings were old and over-crowded. "It was a system which implicitly encouraged the ambitious to get out, especially if they had skills which were in demand elsewhere in the labour market."

The universities system could not nurture the number of graduate students, who should have become, in the mid-1950's and after, the teachers of the growing number of undergraduates. "Instead, Canadian universities had to look abroad during the period of expansion."

The present situation is remarkably similar, the brief says, pointing to the virtual freeze on capital expenditures in effect for several years, preventing renovation and expansion. Operating grants in recent years did not take into account the impact of inflation.

Library holdings and scholarly publishing has deteriorated under the onslaught of frozen or near-frozen library budgets and marked inflation in book and periodical prices.

The practice of "underfunding" the universities placed Ontario close to last among the provinces in per-student funding of university education.

Professional career development has been stunted through the use of part-time and contractually limited appointments. Commonly justified as a means to maximize "flexibility" in hiring, this practice has often affected individual academics employed in this fashion, "including significant number of women in the part-time category".

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tuition fees than Canadians, the Council rejected this notion as restrictive. It called on the two provinces to rescind their decision until such time as studies currently underway indicate whether a serious problem of funding foreign student education exists.

New Members

Two new member associations were admitted — the Nova Scotia College of Art and Design and Athabasca University. The Council also accepted the application of the faculty and librarians' union of the University of Moncton for full organizational membership — a change of name and status since as the University of Moncton Faculty Association and a member of CAUT prior to its certification as a faculty union it did not include librarians as full members.

The addition of NSCAD and Athabasca brings the total number of faculty associations who are members of CAUT to 56 (including members in Quebec), numbering some 20,000 working academics in Canada.

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(with parity) will examine the situation. Only if this committee so recommends can a state of financial exigency be promulgated by the Board of Governors. Any professors whose appointments are to be ended have the same rights as would be granted them if their appointment were to be lost for academic reasons, with the exception that a tenured professor may now lose his post. However, he will then receive six month's notice, plus twelve month's salary, plus one month's salary for each of his first nine years of employment, plus two month's salary for each year of employment after nine (up to a maximum of nine). However, a tenured professor aged more than fifty, with eighteen or more years of service at the University, cannot have his employment ended. If conditions change within four years, professors laid-off for reasons of financial exigency have first claim on any positions which become available.

Collegiality: There has been no diminution of the rights of professors to participate in the general policy making bodies of the University. In fact these rights have been extended. Two professors appointed by the Senate will henceforward sit on the Budget Group of the Corporation and likewise two will sit on the Building Committee. The principle of "peer evaluation", supplemented by the opinions of students and the Administration is now meaningful, since arbitrary acceptance or rejection of recommendations is impossible. All new committees created by the Agreement, other than those which might have to deal with redundancy,

and those dealing with work-loads and pensions, contain professors elected by the whole faculty, not only by the members of the Association.

Other Highlights: The salary scale, which had been lower than in other Quebec universities, is now comparable. The minimum for an Assistant Professor will be \$18,700 for 1977-78. Provisions have been made for cost-of-living adjustments. Probationary appointments are for three years, renewable once. Tenure is not conditional upon promotion to Associate Professor, but it is expected that normally the two events would take place after six years. Similarly, promotion to Full Professor would be normal after six years. In these two periods of six years, the scale increments are five per cent of the floor of the Assistant Professors scale. Thereafter they diminish to three per cent. The Full Professors increments are five per cent for six years and four per cent for another six years. The effect of these increments is that Assistant and Full Professors move from the minimum of one scale to the minimum of the next in six years. Thus, although no great monetary reward is coupled immediately with a promotion, neither is the Administration perturbed by the expenses of a promotion. Sabbaticals are to arrive every seven years, with 100 per cent of salary. To induce professors to seek grants, they will be allowed to retain 20 per cent of any grants received. Mortgages will be available at 8 per cent for the next five years, with a limit of \$35,000 which in the Eastern part of Quebec is reasonable. I.C.

Germaine Greer or The Apparatchiks: elitist vs pressure group models for women academics

Mary Percival Maxwell

Universities have claimed to be enlightened, liberal institutions. Sometimes their claims have exceeded the reality. In the case of faculty, faculty associations arose in the last few decades to repair the small imperfections which came somehow to exist in the ivory tower. In the case of women, a whole range of imperfections in university treatment of women have been more than amply documented within the last few years. The facts can no longer be questioned. But it still remains to be seen whether the righting of these wrongs and the active (as opposed to merely ideological) championing of equality in Canadian universities will be taken up by faculty associations or by other groups or institutions. Faculty associations, by championing the cause of women in the universities, not only will fulfill their ideological claims of fairness and justice, but stand to strengthen their general position in universities and positively affect the public image of our profession.

This is not to argue that the needed changes are solely the responsibility of faculty associations (or unions). Changes are the tripartite responsibility of faculty in general, the women members themselves and the university administration. But it is totally unjustified to claim that it is mainly "up to the women". Just as with other disadvantaged minorities, the majority cannot pass the buck because unless they take a very active role in securing the changes, they are in effect condoning and permitting the perpetuation of the injustices.

With regard to the way changes in the status of women come about we can see that there have been basically two approaches — through key figures and through pressure groups.

Elitist model

This model, common in the past, and no doubt still dominant in many institutions, is one where several women, either informally or formally, are relied upon by the university to provide "the women's point of view". A corollary to this model is that these token women are called upon repeatedly to serve on various committees as "the woman" — or at least as "the academic woman".

A very useful exercise and a step to understanding the way women are confined and limited in their contribution to a university is to examine the recent composition of university and faculty committees and search committees. If you believe that everything is fine at your university on this score — you may be in for a bit of a shock. If you know that all is not right at your university — conduct this litmus test and you will have all the ammunition you need for the Administration.

While I am not alone in being critical of this elite or tokenist model for change, I want to make it clear that many of these "Key" women have made a major and significant contribution to improving the status of women. Some have worked exceedingly hard and been very effective in getting a number of changes.

It is not necessary to reiterate here the limitations and fundamental injustices of the tokenistic model, but I would like to point out that progressive outcomes under this model depend mostly on the interest and personalities of key administrators and not on the interests and needs of women themselves.

One should not overlook the double bind these "chosen women" have been put into. If they accept all the committee appointments they are asked to serve on, they can become drastically overburdened and their contribution diminishes. (This of course lends support to the old chesnut that women aren't very good or effective in administration anyway.) If they don't accept all the positions offered they may feel that they are letting other women down. Surely though, it is letting other women down to cooperate with the perpetuation of tokenism. Rather, I suggest Universities must understand from their faculty associations and their women that this must change. "Chosen women" themselves can help immeasurably by turning down excessive appointments, pointing out the problem and nominating other women to serve.



"Well, I can see that nothing has changed for the women."

Copyright: Richter, 1971, The New Yorker Magazine as it appears in "But Can You Type?" Clarke Irwin and CAUT

Pressure group model

Not only is the pressure group model much more democratic and more likely to reflect the interests of women as a whole, but this model leads to organizational forms that educate and integrate women into all facets and levels of university life — the goal of equality.

This model is more effective in dealing with and solving not only the fundamental structural problems of the position of women in universities but also in getting effective action indiscreet such as salary parity, elimination of rank discrepancies and discrimination in fringe benefits.

This model, is of course the model of faculty associations (though some may be more elitist than we'd like to think). Many faculty associations across the country have in the past few years taken great steps in including women in their organizations in a full and productive fashion and have pressed hard and effectively on various issues of sexual equality.

However, I still hear from a good many men and women that many if not the majority of our CAUT

locals have tried little and achieved little. I am particularly critical of those associations that have tried little, since it seems that most of the changes needed are so embarrassingly overdue, that it should take relatively little effort now to get the changes made.

But the cause of women must not be addressed to university administration only. The adequacy of representation of women on faculty executive, standing and ad hoc committee must be examined as well. Surely, a committee to assess the pros and cons of certification for their faculty association is one where it is imperative to have both sexes represented. May we never witness again a parallel incident to one that occurred less than two years ago when a faculty association refused to include women on a special committee to examine collective bargaining for faculty and which subsequently rejected a motion brought by the women to the executive that even one woman be added to the all male committee!

Many faculty feel that pressure groups are unnecessary at their institutions as women are fully integrated into all levels and spheres of their local associations. Obviously, in these institutions the establishment of an independent association or caucus of women, in addition to the faculty association or union is not needed. But it is not only traditional institutions that have profited greatly from the establishment by the women of such an association (which also can add support on many issues to faculty association proposals of various types) As the success of the women's association at the University of Alberta, Edmonton, has demonstrated.

At Queen's, we the academic women, established the Association of Women Teaching at Queen's (AWTAQ) on D-Day 1974. At that time, the majority of women teaching had no body or association to represent them, since as part-time teachers, they were not then eligible for membership in the faculty association. Moreover, there had been virtually no significant action taken on the Principal's Report on the Status of Women at Queen's.

In our first Annual Report we were able to cite the following results:

1. In July 1974 the Association requested that the Principal undertake a second review of salaries of all women faculty (full-time). This was done and led to salary adjustments for 22 women (and four men) in October 1974.

2. On our recommendation, each dean and department head again reviewed the salary of every woman within his jurisdiction using an informal peer-pairing procedure.

3. The Principal also agreed to establish a follow-up Review Committee to the original investigative committee which had produced the Report on the Status of Women.

Cont'd on next page

The University Of Waterloo

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Mr. P.J. Musclow, Secretary
Selection Committee for the Dean of Human Kinetics and Leisure Studies
Needles Hall
University of Waterloo,
Waterloo, Ontario
N2L 3G1

GERMAINE GREER...

4. At our request, the Faculty Association also included in its salary brief the recommendation for salary equalization.
5. At that time, the vast majority of women teaching taught part-time and were not eligible to join the Faculty Association we successfully urged the faculty association to change its constitution to permit the non-student part-time teachers to join.
6. We successfully urged the university to establish a Committee to investigate the status of part-timers and several improvements were made that year.
7. At the Faculty Association level, we supported women for the executive and two were elected. Last year, five out of the 11-person executive were women.
8. We presented a comprehensive brief on the Status of Women at Queen's recommending the establishment of an ongoing Advisory Council on the Status of Women (staff, students and faculty). The Council was established.
9. We undertook to get women to stand for positions on Senate and faculty boards and recommended several women for honorary degrees.
10. In the area of fringe benefits we successfully convinced the Administration to establish a Committee to investigate the cost and feasibility of converting to a single-scale of pension benefits. This issue is still being actively pursued by AWTAQ.
- All these were direct outcomes of our first year. Subsequent to the first year, we have supported the inclusion of professional Librarians in our faculty association. We have also seen a real increase in the participation of women on University and faculty committees, and a slight increase in the hiring of women although we still need a great deal more improvement in these areas as well as at the level of senior administration.
- At the present time, AWTAQ the Faculty Association, PLAQ (Professional Librarians) are working closely and cooperatively in a number of areas.
- So against the detractors of an Association of Women, I would say that it can be very effective and not divisive as some people fear but can complement

Examine the composition of your local executive and its committees and take immediate steps to see that you get adequate representation of women...

- the efforts of the faculty association. Pressure groups work ! I would urge women at other universities to get involved in their faculty associations and consider also establishing an Association of women as well.
- As a concrete program for action, I suggest faculty associations seriously consider the following:
1. As a step to involving, representing and mobilizing the women faculty, each local association call a special meeting of all women faculty to discuss the problems and strategies for changes.
 2. As a result of this meeting, the faculty association establish a special committee to work on the problems or alternatively appoint one or more women to every one of its standing committees.
 3. Faculty associations, if they have not already done so, revise their constitutions to permit non-student part-time teachers to become members thereby undertaking to represent the majority of women teaching at their university.

4. Faculty associations support the formation of an independent association of women if the latter decide to form one and work with the new association.
5. Faculty associations press the University for periodic reviews of male/female salaries and rank anomalies to ensure that corrected anomalies do not reappear.
6. Faculty associations press their universities to establish (by the end of this year) a task force or committee to examine and correct rank discrepancies.
7. Examine and take steps to rectify de facto and de jure discrimination in their salary and fringe benefit proposals. One could also profitably examine how the "merit" components are actually allotted and on what actual criteria.
8. Examine the composition of university and faculty committees and search, nominating and recruitment committees as well as the governing board. Assess the adequacy of the representation of faculty women and bring areas of concern to the attention of their administrations and nominating committees and in consultation with women, nominate women as well as men for positions as they come up.
9. Examine the composition of your local executive and its committees and take immediate steps to see that you get adequate representation of women.
10. Faculty associations should endorse a position of affirmative action in hiring (as Atkinson College had one). This is crucial if we are to achieve equality.

11. Take up the challenge that the University of Alberta has implicitly presented. In his convocation report in the fall of 1976, Dr. Gunning announced that his university intends to develop a community of academic staff, non-academic staff and students in which "pernicious sex-linked discrimination will be progressively eliminated and thereby provide a model for the larger society that we serve". Let's see more of our Canadian universities making a forthright and genuine commitment to this same goal.

Professor Maxwell teaches Sociology at Queen's University. This is an edited version of an address delivered at the CAUT Council meeting held in Ottawa last May.

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Rank or Classification For Librarians?

by Lillian MacPherson

The CAUT, in cooperation with the Canadian Association of College and University Librarians, developed *Guidelines on Academic Status for Librarians*. These guidelines were formally ratified by the CAUT Council in May 1976. The Guidelines have been distributed widely amongst librarians, and have occasioned reaction and comment on various issues. One of the issues which has been the centre of some controversy is that of ranking librarians in the same manner as teaching faculty are ranked. The Guidelines state in article I.G.1.:

Each library should have a pattern of ranks for librarians which corresponds with that of faculty. The normal pattern should be four ranks for librarians corresponding to the four professorial ranks. Such ranks should reflect individual levels of professional accomplishment and should be independent of any scheme for the classification of positions

This article has been controversial partly because ranking is not the norm in Canadian university libraries, and there is some apprehension about the possibility of its being workable or successful. To the library administrator, the spectre of a staff of librarians cataloging, interlibrary loaning or referencing at the pay of a full professor, is frightening. The ordinary librarians, on the other hand, relish the thought of the improved status and salary which this proposal infers, but are concerned about getting caught in the publish or perish

syndrome in which they perceive faculty members to be, and wonder how their professional qualifications will compare with an earned Ph.D.

The norm in most university libraries is a traditional hierarchical administrative structure in which librarian positions are defined and classified. The classification of a position is dependent on the responsibilities defined for it. Classification increases with managerial and supervisory responsibility. The advantages of this system, in addition to the comfort of its familiarity, are, from the administrative point of view, clarity of functions, authority, and responsibility, and payment based on worth to the institution of the work being done. From the librarians' viewpoint, the advantages are that he will be paid for the level of work he performs no matter what the extent of his experience. The great disadvantage of this system to both the administrator and librarian is that the only avenue for advancement is the administrative route. This can result in a proliferation of middle management positions to satisfy the career needs of librarians, and in inappropriate placement in these positions as librarians seek and accept management positions to "get ahead." It also can mean a short career ladder for librarians who have no interest in or talent for administration, and a resultant narrowing of horizons, calcification of interest, and lowering of morale.

New approaches

The collegial approach to library organization recommended by the

Guidelines would correct some of the problems which exist in the hierarchical structure, but would impose others. In a ranked system, librarians would be appointed, as are faculty members, at the level in the ranks which corresponds with their qualifications and experience. Promotion to a higher rank would be dependent on meeting criteria, developed by the librarians' peers, which measure professional development through effective work performance, contributions to the institution, professional and academic bodies, and research. These kind of criteria make it possible for librarians to extend their career line through expertise in areas other than administration. It would expand the limits to include professional skills in a subject area, with a particular kind of material such as government publications, or in a library activity such as cataloging. The advantages of this kind of system for the administrator who provides a good climate for its practice, are that the librarians will be more responsive, involved and committed to the institution and profession; that the skills of his staff will be more fully utilized; and that their creativity will be released. The advantages to the librarians are that they need not narrow their interests to administrative pursuits, and through truly professional commitment can meet the needs of their public in a way which hasn't yet been realized in many institutions. The disadvantages of this approach for the administrator are the radical changes in thinking and organization that it requires.

Major fear

The major fear of librarians is that in a ranked system, it would be necessary to earn a Ph.D. and to publish in scholarly journals to

succeed, and that the professional qualifications and performance would not be given sufficient recognition. Many librarians feel it is inappropriate to demand the narrow specialization of a Ph.D. for a librarian, when in most cases it would be more useful to have more generalist training. In the criteria for appointment and promotion which have been developed in libraries, mostly American, recognition has been given to the more generalist needs of librarians, and the most heavily weighted criterion is work performance.* However, the other criteria allow for development through continuing education, research, publication and involvement in professional activities. Many librarians feel that the professional degree plus several years of experience bring librarians to the equivalence of a Ph.D., and that the lack of same should not be viewed as a permanent disability in the university community.

The Guidelines recommend that librarians take their place in the academic community along side the teaching and research staff, and accept their role as an integral part of the educational process, providing well-organized access to information and research skills. Although it can and will be argued that this can be done without changing the status quo in libraries, there is also a strong feeling afloat that a change to a collegial structure and ranking of librarian positions will speed the process along.

* The CAUT office has criteria from several university libraries on file, and will send them out for the cost of photocopying.

Lillian MacPherson is Assistant Law Librarian at the Law Library, University of Alberta.

Professional Librarians at York

by Vivienne Monty

The professional librarians at York University are now full partners in the Faculty Association and this has already proved very beneficial to both groups. As information specialists, librarians are able to provide substantial amounts of data on a variety of subjects. Many librarians also have extensive administrative skills and knowledge, assets which can be put to good use by a union. On the other hand, faculty have experience gained by operating within traditional collegial structures which are the envy of librarians. The first collective agreement at York has successfully strengthened the similarities between faculty and librarians, while maintaining essential, and indeed desirable, points of difference.

In a substantial number of areas of the collective agreement the provisions applicable to librarians are either identical to or closely resemble those applicable to faculty. Such areas include appointments, promotions, and tenure, sabbaticals, collegial distribution of merit funds, right to academic freedom, grievance procedure, administrative stipends, rights and responsibilities and benefits.

Both librarians and faculty were involved in drafting all proposals (not just those applicable to themselves) from the initial sub-committee stage right through negotiations to final settlement. Our aims were parallel at all times.

Community of interest

As a result of this joint association, a clear community of interest has developed between librarians and faculty; a community of interest beyond the one recognized by the Labour Relations Board. Through the process of collective bargaining, a stronger and better understanding between faculty and librarians has developed at York. This is already paying dividends to the University in the form of closer and mutually beneficial working relationships between professional librarians and members of faculty.

One further area of substantial gain for York librarians, arising from their association with faculty, is library governance. Libraries are, by tradition, hierarchical organizations. It had long been believed that a collegial mode of governance similar to that of faculty was impossible in a library setting where individuals work closely with one another, supervise a large number of staff and have expertise in technical as well as academic matters. However, the collective agreement at York expressly recognized so many similarities between faculty and librarians and both groups worked so painstakingly for the cause of collegiality in the library that the University President formed a Library Council, advisory to him, early in 1977. This Council has somewhat more administrative functions and composition than faculty councils, but it

recognizes collegiality and, therefore, participative management. The Council comprises all professional librarians, all library senior administrative and non-professional staff with supervisory functions and the Chairman of the Senate Library Committee (a faculty member) ex-officio.

Its functions are to:

- deliberate on matters of library policy and welfare
- provide comprehensive professional advice and counsel to the Director of Libraries;
- fulfill those duties and obligations assigned to it in any collective agreement with the professional librarian;
- receive reports of library plans, progress and problems from the Director of Libraries and to discuss these with him/her;
- legislate the policies, procedures and committee structure of itself and its committees.

The establishment of the Council symbolizes the arrival of professional librarians into the mainstream of collegial life at York University, an event long overdue in an institution which is supposed to be a model for society.

Vivienne Monty is professional librarian at the Government Documents Department, the Library, York University.

C.A.U.T./C.A.C.U.L. Document at Laurentian

by Ashley Thompson

Laurentian University has committed itself to the implementation of the C.A.U.T./C.A.C.U.L. *Guidelines on the Academic Status of University Librarians*.

In an Agreement reached with the Faculty Association in November 1976, the University agreed that librarians and teaching faculty should have the same rank structure and salary scale; have the same fringe benefits, including a contractual travel allowance; follow the same procedures for appointments, promotions, leaves and dismissals and have the same access to university governance.

Other than job title, there are only two areas where librarians are now treated differently from teaching faculty. These are while teaching faculty must handle 3 courses a week, for a total of 9 contact hours (not including office hours), librarians must be on the job for 34 hours; while faculty must teach for only 8 months of the year, librarians must be at work for 11, although they may take their month's holiday at any time convenient to them and the library; if teaching faculty decide to offer in-

Cont'd on p. 11

AUCC Annual Conference

Dr. M.O. Morgan, President of Memorial University of Newfoundland was elected for a one-year term as President of the Association of Universities and Colleges of Canada. Dr. Paul Lacoste, Rector of the Université de Montréal was elected Vice-president at the annual AUCC conference held in Halifax this summer.

Dr. Harry Duckworth, President of the University of Winnipeg said in his presidential report to the conference that the balance of power between Ottawa and the provinces has shifted in the provinces' favour in recent years.

His review of the relations between the AUCC and the Federal and provincial authorities noted the AUCC position paper presented to the Prime Minister and the provincial premiers last January, urging the extension of the Federal-Provincial Fiscal Arrangements Act for two years beyond 1977 and the initiation of tripartite discussions on higher education policies involving the federal and provincial governments and the universities.

The new Federal-Provincial Fiscal Arrangements and Established Programmes Funding Act was passed in March 1977, by which the Federal government withdrew from the equal sharing of post-secondary education costs with the provinces in favour of transfer of taxing powers and funds from Ottawa to the provinces.

Dr. Duckworth mentioned a meeting between representatives of the AUCC, the CAUT and the Association of Canadian Community Colleges with the Council of Ministers in June, saying that the Council seemed receptive to proposals made by the three education groups for the study of concerns of higher education which were both provincial and Canada-wide.

Speaking on "The University in Canadian Society" Professor Cyril Belshaw of the University of British Columbia told the conference that the current spirit of malaise and pessimism in society stemmed primarily from the fact that the public, political authorities and scholars all were asking limited rather than fundamental questions about the issues facing the world.

"This is a task of the research system. It involves the universities, but to be done more effectively, profound changes in universities and in the research systems are required," he said.

"Universities are not universities any longer. They are ad-hoc congeries of self-perpetuating groups with vested interests called, usually departments, some of which are creatively valuable, and some of which are perniciously destructive."

"The self-determination of academic departments... is not justified when the unit in question has primarily a vocational purpose linked to professional service governed by the needs of society." Faculties of education were of this kind, he said, and had no place in a university.

He argued that the universities should not be concerned with manpower training but should return to their classical devotion "to civilized creativity, to providing the disciplines and freedoms which permit students to mature into creative ways and the staff to provide the new knowledge and the body of constructive and critical wisdom of which humanity is so desperately in need."

He advocated less university research and the creation, outside the universities, of "a network of research institutions, oriented to long-term mission-oriented tasks of public importance."

Mr. Gerald Regan, Premier of Nova Scotia, warned the conference that because the provinces had constitutional jurisdiction over education, the universities should deal with them, not directly with the federal government. He said that most people in government recognized the value of the universities as "intellectual oases" and centers of research.

He challenged the universities to adjust to a declining growth rate and to provide new services to society, for example, by increasing the opportunity for study by women and members of the labour force, and by involvement in the communities of which they were part.

I.C.

J.H. Stewart Reid Fellowship Awards 1977

The J.H. Stewart Reid Memorial Fellowship will be shared this year by three students. Each will receive \$1000.

Lesley J. Abrams, a graduate of the University of Toronto and of Oxford University will continue her studies at the University of Toronto Medieval Center. At the completion of her M.A. degree at the Center, she hopes to pursue academic work in medieval studies at the Ph.D. level.

Amanda C. Hale is a graduate of Concordia University in Montreal. She is currently enrolled in the first year of a two-year M.A. programme in creative writing there. During the 1977-78 academic year she will be working on a full-length play based on the life of Emily Carr, the west-coast

artist, as her thesis. After graduation she hopes to teach creative writing and write plays.

Teresa L. Plowright is a graduate of the University of British Columbia. She will continue her studies at the M.A. level in Communications at McGill University, where she expects to focus her research on mass media influence on behaviour and diffusion of information.

The J.H. Stewart Reid Memorial Fellowship was established by the Canadian Association of University Teachers through voluntary contributions to honour the memory of the first executive secretary of the Association. The \$3000 fellowship is available to Canadian students pursuing post-graduate work in Canada.

CAUT/CACUL ...from p. 10

tersession or summer courses, they are eligible for "overload payments", while librarians who work through these times are not.

Before the monetary parts of the agreement could be fully implemented, they had to be approved by the Anti-Inflation Board. The University initially submitted for AIB approval a financial settlement covering only faculty. However, prior to an opinion by the AIB, the University made a new submission of settlement for faculty and librarians. As a result of being lumped in with faculty for AIB purposes, librarians received an average annual increase of 21%. Reported separately, the librarian settlement would have been almost certainly rolled back. The settlement comprised two parts. Part one was an across-the-board increase lumped in with the faculty settlement, while the second part was merit pay and ruled to be exempt from the AIB Guidelines.

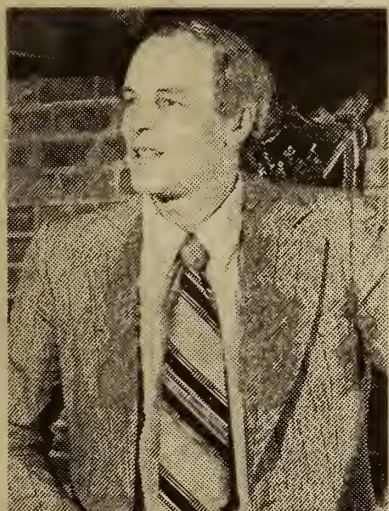
The implementation of one part of the agreement required the approval of another body. The provision that librarians should have equal access to university governance as teaching

faculty required and received approval of the Senate.

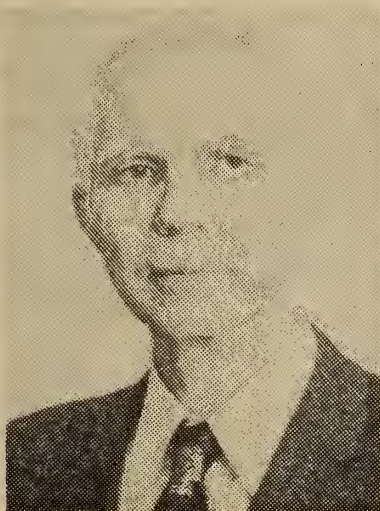
To be sure, within the library there was little problem in reaching this goal. Shortly after agreement was reached, the librarians established a Librarians' Council to make recommendations on the affairs of the library. The Chief Librarian, who sits on the Council ex-officio, much like a dean, generally accepts Council's recommendations. Outside the library, the task was to convince the University Senate to allow librarians, other than the Chief Librarian, elected and voting representation. In April 1977, by secret ballot, the Senate amended its by-laws to make this representation possible — even though it meant that to maintain its size, the number of representatives from teaching faculty had to drop by 1.

The vote also meant that Laurentian is the first university in Ontario, and the fourth in Canada after Alberta, McGill and Simon Fraser to open up its Senate to librarians other than the Chief Librarian.

Mr. Thompson is librarian at Laurentian University



James Stevens



James Foulks

Professor James Stevens, (Department of Physics, University of Guelph) was honoured recently at a reception in Ottawa upon his retirement as Chairman of the CAUT Academic Freedom and Tenure Committee after three years of distinguished service. Professor Stevens will be replaced as Chairman by Dr. James G. Foulks.

Dr. Foulks, Head of the Department of Pharmacology, University of British Columbia, is a graduate of Rice Institute (B.A.), Johns Hopkins University (Ph.D.) and the Columbia University College of Physicians and Surgeons (M.D.)

Before coming to the University of British Columbia where he began a long and distinguished record of academic work and activity in the affairs of the Faculty Association, Dr. Foulks taught at Ohio State University and Columbia University.

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A number of faculty associations which do not wish to acquire certification rights under labour relations legislation are negotiating so called "special plans" as a "half-way house" between certification and what they already have. The CAUT has no official policy on these plans. However, it is the view of the authors that "special plans" do not, in law, guarantee the benefits which they purport to confer on faculty, and that, legally, faculty are no better off under them than they were before.

There are potential obstacles to the legal enforceability of "special plans" which, were they to be tested in the courts, would be expensive, time-consuming and highly uncertain compared with the administration of a collective agreement under labour relations legislation.

As regards the enforceability of a 'special plan' at the collective level between the university and the faculty association, a major stumbling block is the lack of legal personality of the faculty association itself. Faculty associations are voluntary, unincorporated associations, like tennis clubs, which do not have a legal identity of their own but are based on personal contractual relationships between each and every member.

Under this analysis, the association could not sue or be sued in its own name, but would have to rely in litigation on a "representative action", whereby some of the members can sue and be sued on behalf of the rest if they all have the same interest in proceedings. Such actions can founder easily because of the difficulty of satisfying courts as to the existence of a trust fund and because it is often easy to show that one member of the "class" has a different interest in the matter. This problem can be avoided if the association acquires legal responsibility by registering under statutes such as the Societies Act, as is the case with the Faculty Association at the University of British Columbia.

Even if a "representative action" were possible, there is a chance, albeit remote, that an individual employee who feels that the plan restricts his

* This article expresses the views of the authors and not those of the CAUT

Special Plan Collective Agreements

G. England and I. McKenna*

employment interests, e.g. by outlawing individual bargaining over wages or other terms and conditions, could sue the association and the university in the tort of "simple" conspiracy. It is by no means certain that a "collective agreement" concluded outside the labour relations legislation, in the absence of the public policy safeguards built into the certification process, would constitute a "legitimate interest" for the purposes of avoiding tortious liability. Moreover, the faculty association at the negotiating stage of a "special plan" does not have the benefit of the statutory duty to bargain in good faith which labour relations legislation imposes on employers in order to make union recognition meaningful.

A vital aspect of this duty, especially in first agreements, is that it requires the disclosure of financial information of a sufficiently specific nature to allow unions to bargain effectively. It also prevents an employer from refusing to re-negotiate subsequent collective agreements, e.g. where the

employer decides that it no longer wishes to live with collective bargaining. Nor does the non-certified association have the benefit of the imposed first collective agreement provisions available in British Columbia. Nor are governmental conciliation and mediation services available as of right to non-certified employee organizations. Nor are non-certified faculty associations protected by the "freeze" provisions in most labour relations statutes which prevent employers from unilaterally altering terms and conditions of employment upon expiry of the collective agreement for the duration of the imposed conciliation/mediation pause which must precede a lawful strike. (e.g. Ontario Labour Relations Act a 70(1)).

If the association were to take industrial action this would be illegal under the labour relations legislation. In addition, the full gamut of the economic torts would be arraigned against it, and the individual participant whose employment contract is severed could stand to lose his job and be penalised in respect to fringe benefits. Thus, the employer could refuse to continue paying into a pension plan, so that the employee would only be entitled to his prior contributions and (possibly) those of the employer where his accrued benefits have not vested. This contrasts with the provisions common to labour relations legislation which make it unlawful to dismiss persons for lawfully striking or otherwise discriminate against them in respect to terms and conditions of employment on that ground. Even in unlawful strikes, the "just cause" provision common to collective agreements may exceptionally protect against dismissal, e.g. where there is undue employer provocation, or where employers discriminate by selecting some but not all strikers for dismissal.

Although faculty associations may feel that these protections are irrelevant in the university context (despite recent events in Quebec), it should be

"Collective agreements outside labour relation legislation are legally unenforceable"

remembered that the statutory definitions of "strike" are generally broad enough to include action short of a full scale stoppage, such as refusing to mark exams or holding a one-day "study period" in which classes are cancelled, which is of a concerted nature and is designed to restrict production or achieve alteration in terms and conditions of employment. Furthermore, it is inconceivable that courts would formulate a common law "duty of fair representation" to impose on faculty associations outside the labour relations legislation, for such a duty rests on the exclusivity of the certified union's bargaining rights for all unit employees. This duty requires trade unions not to act "arbitrarily", in "bad faith" or "discriminatorily" in respect to all employees in the bargaining unit whether they are union members or not. In Ontario, although the law on this point is not wholly clear, the duty would appear to provide individual employees with a remedy not only in cases where union officers have acted with subjective ill-will toward the employees but also where they have simply acted *incompetently* in the processing of grievances.

Of course, such a duty could be expressly included by the association in its contract of membership. Faculty may never need these protections, but there is nothing lost in having them as a safeguard.

The authors' judgement that collective agreements outside labour relations legislation are legally unenforceable is supported by an opinion of some authority expressed in a recent publication of the Ontario Ministry of Labour.²

There is more likelihood of "special plans" being enforceable at the individual level through the employment contract of each faculty member, but even this normative effect of "special plans" is a potential minefield of expensive legal uncertainties.

First, a statement by the collective parties that the plan is legally binding does not automatically incorporate its provisions into the contracts of faculty. Incorporation must be by way of either an express clause in each employment contract stating that the terms of the plan are to regulate the job, or through implication. In the former case, the clause would

Cont'd on next page



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“Faculty associations should approach offers by universities to conclude so-called ‘Special Plans’ with the utmost wariness”

have to be worded so as to incorporate not only the existing plan, but also any future amendments thereto or any subsequent plans. In the absence of such clauses in employment contracts, incorporation must be by implication and this creates problems. For instance, it is clear that an employee can defeat implied incorporation by evincing the intention that he does not wish to be bound by the plan, which would place the onus on the university to either bargain individually with him, thereby undermining the collective institutions, or ask him to leave the job. Second, there are certain provisions of “special plans” which are intrinsically unsuitable for incorporation as terms of an employment contract. Some may be void for uncertainty, such as a clause providing for “every reasonable effort to be made to reach an amicable settlement of grievances”. Others may exclusively regulate collective relationships, e.g. an association security provision or recognition of lay-officials under grievance resolution machinery. In particular, it is questionable whether a grievance procedure can be incorporated due to its collective aspect in imposing obligations on a third party (the association) which is not privy to the employment contract. English jurisprudence is unclear in this, although the generally accepted view appears to be that such clauses are inappropriate for incorporation.³

In Canada, one case has held that the grievance machinery in a collective agreement is not suitable for incorporation as it does not “directly relate” to

the employment relationship.⁴ If the grievance procedure is not incorporated, the final enforcement and interpretation of the plan will have to be made in court by a judge instead of by an arbitrator. This has grave disadvantages in the time and expense involved, and because judges are not as aware of the subtle industrial relations realities implicit in interpreting collective agreements as are arbitrators of the parties’ choice. Indeed, the policy of labour relations legislation is to severely restrict the scope of judicial interpretation and enforcement of collective agreements.⁵ If the grievance procedure is not incorporated, it means that the employer cannot be forced to operate the grievance machinery but could choose to do so at his discretion. Even if the grievance procedure is incorporated, the common law remedies available against an employer who simply refuses to implement the arbitrators’ decision are inadequate.

Traditionally courts refuse to grant orders of specific performance for breach of employment contracts, so that an employee whose dismissal has been held by an arbitrator not to be for “just cause”, but who has been dismissed nonetheless, could not obtain compulsory reinstatement against the university. Third, any attempts to formulate a “right to strike” in the plan by way of a common law suspension doctrine paralleling the statutory protections would fail in the eventuality of an employer refusing to reinstate an employee, because the common law knows no remedy of compulsory reinstatement. Likewise, it would be impossible to legally protect the job of a faculty member dismissed for activity on behalf of the faculty association.

The authors would recommend that faculty associations approach offers by universities to conclude so-called “special plans” with the utmost wariness. In particular, such plans should not be regarded as a “back-door” route for securing voluntary recognition. It is doubtful that labour relations boards would construe as an agreement to establish certification *voluntarily* a form of “bargaining” whose very objective is to outflank certification. Even if it did, unless the association constitution is changed prior to the plan to exclude

management personnel from membership and to include the requisite labour relations purposes, the association’s status as an independent trade union could be challenged at any time and the plan would cease to be a collective agreement within the meaning of the labour relations legislation. The uncertified Brandon University Faculty Association (BUFA) recently learned the lesson of uncertain status when it took a dispute over the bargaining unit to the Manitoba Labour Relations Board. The Association believed it had been bargaining for eight years as a voluntarily recognized faculty union. However, the Labour Relations Board declined to take action on the dispute on the grounds that BUFA was not a union within the meaning of the Act and that there was, therefore, no collective agreement in operation.

It is difficult to escape the conclusion that “special plans” are “window-dressing” which deny faculty the guaranteed legal rights brought by collective bargaining under labour relations legislation.

Notes

1. This would not be possible in Ontario (Rights of Labour Act s 3 (1); British Columbia Labour Code s 89); and Saskatchewan (Trade Union Act s 28, but *quaere* whether a faculty association would be a “company dominated association” and therefore not a “trade union” under s 2 (1) - C.F. The definition of “trade union” in the Ontario Rights of Labour Act s 1 (b) which does not require that the organization be free from company domination.)
2. A Guide to the Ontario Labour Relations Act, Ontario Ministry of Labour (Toronto, January 1977) p. 8.
3. See K.W. Wedderburn, “The Worker and the Law” (2nd edition, Penguin, 1971) at 193-96.
4. Re: Telegram Publishing Co. Ltd., and Zwelling, (1974) I.O.R. (2d) 592 (Fraser J.) overruled on appeal (1976) 76 C.L.L.C. 14,480 (Ont. C.A.), British authority has suggested that a pension scheme established under a collective agreement is inappropriate for incorporation due to its “institutional” nature. O. Kahn Freund, “Labour and the Law” (Stevens, 1972) at 142.
5. E.g. The Rights of Labour Acts 3(3).1/3 (3).1

Ian McKenna is CAUT Collective Bargaining Officer, Geoff England, former CAUT Collective Bargaining Officer is teaching labour law at the University of Calgary.

University of Toronto

Invites Nominations and Applications for
the Position of

President

The appointee will be expected to take office as of July 1st, 1978. Nominations and applications should be accompanied by a curriculum vitae and submitted to:

Mr. David Claringbold, Secretary,
Presidential Search Committee,
Room 106, Simcoe Hall,
University of Toronto,
Toronto, Ontario
M5S 1A1

University of Winnipeg

Dean of Arts and Science

An appointment is to be made to the above post, effective the summer of 1978. The initial appointment will be for five years. Applications should include a curriculum vitae plus the names of four referees.

Applications should be sent to the undersigned by November 15, 1977.

H.E. Duckworth, Chairman
Search Committee for Dean of Arts and Science
University of Winnipeg
Winnipeg, Manitoba R3B 2E9

Avoiding The Issues

Sterling M. McMurrin, editor, *On The Meaning of the University: Essays Upon the Occasion of the Inauguration of David Pierpont Gardner as Tenth President of the University of Utah*, November 19, 1973. Salt Lake City: University of Press, 1976.

That it is possible to write coherently, concretely and even inspiringly about education has been proved by such educators and writers as Edgar Friedenberg, John Holt, and James Herndon. Were it not for their achievement, it would seem a reasonable inference, on the basis of the overwhelming majority of works about education, that it is an impossible subject to write about even coherently. It is a field which is not only jammed with jargon and cliché, but also bedevilled by a peculiar kind of intellectual cowardice. The primary symptom of this cowardice is a high degree of abstraction and fuzz in written prose. The logic of the syndrome seems to be this: if I say what I want to say in the most abstract possible way, eschewing examples and concrete images and imaginative figures of speech, what I want to say will be assimilated most closely to what the reader wants, or expects, to hear.

Let me make this point clearer with a paragraph drawn from the book under review. In his introductory essay, Sterling M. McMurrin delivers himself of this paragraph:

"Whatever else it may be, education quite certainly is basically a function of the culture. It serves the life instincts of the culture; variations and changes in the instinctive effort to strengthen, preserve, and extend itself, to secure its own future through the criticism and perpetuation of established conventions, institutions, ideals, and practices. Its character is determined by the character of the culture variations and changes in the culture yield changes in the substances and processes of education. This does not mean that education is simply a reflection of other elements of the culture, for education is the most powerful instrument for effecting change in the total culture and its social institutions."

What is wrong here, of course, is that the only way to localize the meaning of these sentences would be to substantiate them with specific examples. Without such specific examples (and McMurrin never descends to the level of offering any—nor do any of the contributors to this book) it's simply impossible to disagree with the sentiments, or to know exactly how qualifiers like "whatever else it may be," "basically," "at its roots," "largely," "this does not mean," and "simply" are meant to work or how far they qualify the generality of whatever is being said. How could a reader possibly disagree with a statement like "Its character is determined largely by the character of the culture"? You don't; you aren't intended to. You are intended to nod inattentively, as to a truism.

Nor can you do more. If you do read such a statement with attention and involvement, you supply your own concrete example. Meanwhile, the person reading it at the next carrel supplies his own concrete illustration, which almost certainly has different implications than yours. If each of you is supplying his own specifics, with implications to suit his own prejudices, who needs the book in the first place? It has given you no access to the unique position of the writer or to the way his mind works; it's simply an occasion for you to engage in your own reverie, performing improvisations on the theme of "effecting change in the total culture." For one reader, such a phrase may provoke pictures of blood running in the gutters, for another an upgrading of the grammar spoken on the CBC. It's up to him. He gets no help from the writer.

This matter is not an empty issue of style, some academic notion that the essay is badly written. It's that it's badly thought—a far more serious matter.

To a greater or lesser extent, so are all the essays in the book. They are all dogged by the same kind of commitment to abstraction, so that it is commonly almost impossible to see exactly what they are saying. Lord Eric Ashby, for instance, says: "Innovations which might erode this concept (he means 'the concept of what we now mean by a university,'

but leaves it undefined) would cut the university off from its roots; but lack of innovation, failure to adapt the institution to the social climate, would lead to extinction." Surely none of us—whatever opinions we might hold on, say, adult night school or contract learning—could disagree with that. Or take T. R. McConnell of Berkely: "The problem we face is to subject emotion to reason and to couple intellectual solutions with feeling and commitment." Fine. But what concrete situations might we be talking about? McConnell is not much help: like the other contributors to this volume, he is cursed with the Midas touch of bureaucracy: everything he touches turns to an abstraction.

One of the clearest examples of this process is offered by David Pierpont Gardener, the incoming President of the University of Utah, in whose honour the book was assembled:

Research and evaluation associated with the development of non-traditional and student-initiated programs, if carefully planned, amply funded, and meaningfully articulated with program development, can measurably contribute to the academic quality of new programs.

Presumably, somewhere far behind the hazy and undefined edge of this stylistic fog bank there is

some experience with, say, a program in which a student independently pursued his interest in left-branching sentences or the reproductive practices of whelks. But you can't tell from that sentence. Not only can't you tell what the experience was, you can't tell how Gardner feels about it. To have a man who habitually writes like this as president of your university would be to immerse yourself in whipped cream.

It is surely not irrelevant to these paralyzing diseases of style that none of the contributors to this book deal directly with, or take any perceptible position on, any of the issues that are most directly confronting our universities these days. The slow expiration of competence in the English language, the evaporation of public (and private) funding for higher education and the concomitant rise in scepticism about the values of traditional scholarship, the increasing numbers of faculty who are finding that collective bargaining is the only way to assure a continued voice in the operations of universities—such problems occupy no place in the minds of these hazy speculators. If you want to see problems we faced ten or fifteen years ago turned into abstractions, rush right out and order this book. If you care about the shape higher education is in in 1977, don't bother.

Russell A. Hunt

Remembrance of Things Past

Nikolaus Pevsner *Academies of Art Past and Present* Da Capo Press, New York 1973.

This book was originally published by the Cambridge University Press in 1940. One wonders why, when the author admits in his new six page preface that his bibliography is now dated and that the account of the development of art schools in the twentieth century still only covers the first third of the century, that it was republished at all. Certainly if the author had a lesser scholarly reputation than Sir Nikolaus' it would not have been republished until these revisions had been made. In his new short preface, Pevsner gives us a sampling of the additional material that he had accumulated between 1940 and 1969 and he hopes that "the leisure of old age will allow (him) to knock all this material into some shape." (p.x.) This should have been done before republication.

Of interest

Peter Seldin. *How Colleges Evaluate Professors: current policies and practices in evaluating classroom teaching performance in liberal arts colleges.* Blythe-Pennington, New York 1975. pp. 90. \$3.50

Donald Light, Jr. and John Spiegel. *The Dynamics of University Protest.* Nelson-Hall Inc. Chicago 1977. pp. 198. \$12.00

Howard P. Tuckman. *Publication, Teaching, and the Academic Reward Structure.* D.C. Heath and Co. Lexington 1976. pp. 120. \$13.00

Joseph Ben-David. *Centers of Learning: Britain, France, Germany, United States.* The Carnegie Commission on Higher Education. Berkely 1977. pp. 298. \$13.75

Lawrence Stone, ed. *Schooling and Society: Studies in the history of education.* Johns Hopking University Press. Baltimore 1976. pp. 263.

Joseph Garbarino, David E. Feller and Matthew W. Finkin. *Faculty Bargaining in Public Higher Education: a report of the Carnegie Council on Policy Studies in Higher Education.* Jossey Bass, San Francisco 1977. pp. 191.

Robert L. Belknap and Richard Kuhns. *Tradition and Innovation: general education and reintegration of the University.* Columbia University Press, New York 1977. pp. \$12.00

George W. Angell, Edward P. Kelley, Jr. and Associates. *Handbook of Faculty Bargaining.* Jossey Bass Inc. Publishers, San Francisco 1977. pp. 593. \$19.50.

The contents of the book have not changed since 1940. We still have an introduction dealing with the origin of academies, a chapter on their development in the 16th century, a chapter on the Baroque and Rococo, and another dealing with the effects on the academies of the Classic revival and merchantilism, a fifth chapter outlines developments in the 19th century, and a final chapter deals with the effects of industrial art on the artist's education up to the mid 1930s.

It is interesting that a review copy of *Academies of Art* was sent to *CAUT Bulletin*. The title certainly does suggest that it will be of use to other than just art historians — those Deans of Fine Arts Faculties, department chairpeople and others who are developing fine arts curricula for Canadian universities and colleges in the seventies. The book is indexed under: 1. Art schools, and 2. Art-Study and teaching. Pevsner's book is certainly scholarly and of much interest and use to the art historian concerned with linking an artist's education with certain social, political, and aesthetic data. But it is doubtful if the present art administrator or studio teacher is going to bother, for example, to translate from the Italian in which they are reproduced in full, the 1563 code of rules for Vasari's Accademia del Disegno. Pevsner's book is for the specialist, the historian with a knowledge of several European languages and a good background in Western art history. The contemporary university art teacher who is perhaps more involved in the studio and who desires some historical perspective on present administrative and teaching problems in the fine arts in higher education might more profitably turn to some of those sources that use Pevsner as one of their references, e.g. Stuart Macdonald's *The History and Philosophy of Art Education* (American Elsevier, New York 1970); or such collections as those edited by Edmund Feldman *Art in American Higher Institutions* (National Art Education Association, Washington 1970) and Clive Ashwin *Art Education Documents and Policies 1768 - 1975* (Society for Research into Higher Education, London 1975) which more readably dramatize the roots of contemporary issues and problems.

F. Graeme Chalmers

About the Reviewers...

Russell A. Hunt teaches English at St. Thomas University in New Brunswick... F. Graeme Chalmers is with the Department of Fine Arts at the University of British Columbia.

Vacancies

ACCOUNTING

UNIVERSITY OF NEW BRUNSWICK. School of Administration. Applications are invited for the following undergraduate teaching positions: Accounting, Finance, Management-Organizational Behaviour, Marketing and Policy. Qualifications required are Ph.D. or Ph.D. candidate or equivalent. Duties involve undergraduate teaching and research. Rank and salary are based on the candidate's qualifications and experience. Appointments effective July 1, 1978 (Possibly January 1, 1978). Direct replies to the Director, School of Administration, University of New Brunswick, Fredericton, New Brunswick, E3B 5A3.

UNIVERSITY OF SASKATCHEWAN-COLLEGE OF COMMERCE. Department of Accounting. Permanent and visiting positions in Accounting. Rank open. Ph.D. completed or near completion (will accept applications from candidates with Masters for non-tenurable positions). Teach and do research in accounting. Salary commensurate with qualifications. Dr. George J. Murphy, Chairman of Accounting, College of Commerce, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0.

UNIVERSITY OF WATERLOO. Accounting. Applications are being accepted for a position in Accounting in established undergraduate, mainly cooperative (work / study) programs offering a full range of accounting courses. Full time, part time, visiting appointments. Rank and salary are dependent upon professional and academic qualifications and experience. Commencing January 1, 1978. Closing date for receipt of application is October 30, 1977. If interested, please send resume to or phone: Professor H. Herauf, Director, Accounting Program, Department of Economics, University of Waterloo, Waterloo, Ontario, N2L 3G1. (519) 885-1211, ext. 2423.

ADMINISTRATION

UNIVERSITY OF ALBERTA. Faculty of Pharmacy and Pharmaceutical Sciences invites the nomination of, or applications from, candidates for the position of DEAN. Both men and women are encouraged to apply. The Faculty of Pharmacy and Pharmaceutical Sciences is seeking an academic and administrative leader for the administration and academic work of the Faculty which consists of 20 full-time academic and 11 non-academic staff members and approximately 425 undergraduates and 20 graduate students. Written nominations or applications for the position, accompanied by a resume of qualifications and experience, should be forwarded to: Dr. Myer Horowitz, Vice-President (Academic), The University of Alberta, Edmonton, Alberta, T6G 2J9.

KING'S COLLEGE. Administration Academic Dean effective July 1, 1978. To be responsible for review, modification and implementation of all academic programs of the College including research programs; to direct the drafting of academic budget proposals and to oversee the implementation of the academic budget; to develop criteria and policies for academic standards at the College; to be responsible for long and short range planning of the College; to be responsible for academic counselling of students, and to be responsible for all academic appointments to the College. Qualifications should include an earned doctorate and a record of successful teaching, administration and publication. Applications, including the names of three referees, should be sent to: Dr. J.D. Morgan, Principal, King's College, 266 Epworth Avenue, LONDON, Ontario, N6A 2M3.

UNIVERSITY OF GUELPH. Arboretum. Applications are invited for the position of Director, University of Guelph Arboretum. The successful candidate also will hold a part-time faculty appointment in Horticultural Science with teaching and research responsibilities. The Arboretum, begun in 1970, covers 134 hectares with many formal collections (ca. 2000 woody species and hybrids), developed waterbodies and natural woodlands for wildlife studies and nature interpretive programs. Current full-time complement consists of 4 professional and 6 support staff. Environmental research projects also are in

progress and the OAC Centennial Arboretum Centre provides offices and reference and assembly rooms for many environmentally related organizations and conferences. Applicants must have postgraduate training and experience in horticulture, botany or environmental biology, and some administrative experience will be an asset. The appointment may be made at the rank of Associate Professor, or Professor. Submit applications by October 30, 1977 with curriculum vitae, transcripts, publication list and names of three referees to Dr. C.M. Switzer, Dean, Ontario Agricultural College, University of Guelph, Guelph, Ontario. N1G 2W1.

UNIVERSITY OF TORONTO. Playfair Neuroscience Research Unit. Title of position: Director, Playfair Neuroscience Research Unit. Qualifications needed: Senior neuroscientist medically-trained or otherwise. Nature of duties: To develop a research program focussed on specific areas of the pathophysiology of disease of the nervous system. Laboratory space of over 6000 net square feet is available situated in the research wing at the Toronto Western Hospital. Salary: To be negotiated. Direct inquiries to: Dr. J.R. Wherrett, Chairman, Playfair Search Committee, Room 6368 Medical Sciences Building, University of Toronto, Toronto, M5S 1A8. Date of appointment: January 1978 or earlier. Closing date for receipt of applications: September 15, 1977.

UNIVERSITY OF WATERLOO. School of Urban and Regional Planning. Applications are being accepted for the position of Director, Qualifications include: demonstrated capacity for harmonious management, human relations skills, and ability to integrate diverse viewpoints and subject areas in the broad field of planning; ability to promote communication and understanding among the school, the University, the community, and the profession; recent academic and professional experience in planning in Canada; continuing commitment to and experience in teaching; scholarly experience, including leadership role in research; creative professional activity of some distinction, as an author, planning practitioner, or administrator; interest in service work and liaison with the community; experience with curriculum and program development desirable. Duties include directing the academic and other programs of the School of Urban and Regional Planning, teaching and research. Salary is open to negotiation. Inquiries should be directed to Mr. Peter C. Brother, Secretary, Planning Director Nominating Committee, Faculty of Environmental Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is July 1, 1978. Closing date for receipt of applications is November 15, 1977.

AGRICULTURAL ENGINEERING

UNIVERSITY OF ALBERTA. Department of Agricultural Engineering. Required: Wood Scientist at Assistant Professor level by the Department of Agricultural Engineering, University of Alberta. The Wood Scientist will be responsible for developing courses in Wood Structure, Properties and Utilization in conjunction with the recently developed option in Forest Operations in the Forestry Program. PhD. in Wood Science desirable plus training and experience in the Sawmill and Pulp and Paper Industries. M.Sc. will be considered. Salary levels — Assistant Professor approximately \$17,500 to \$23,000 for 1977-78. Deadline for application, September 15, 1977 with appointment to take effect as soon as possible thereafter. Application, with curriculum vitae, experience and names of three references should be sent to: B.T. Stephanson, Chairman, Department of Agricultural Engineering, University of Alberta, Edmonton, Alberta, T6G 2G6.

ANATOMY

DALHOUSIE UNIVERSITY. Department of Anatomy. Positions open: Associate or Assistant Professors. Applications are invited from persons with Ph.D. and / or M.D. or D.D.S. qualifications for two positions, one commencing September 1,

Postes vacants

1977 and one on July 1, 1978. Duties may include the teaching of Anatomy to Medical, Dental or Health Professional students. Experience in teaching Gross Anatomy and an established research program are required. Salary and rank commensurate with qualifications and experience. Applications, together with curriculum vitae and the names of two referees should be addressed to Dr. D.G. Gwyn, Head, Department of Anatomy, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 4H7.

ANTHROPOLOGY

MCMASTER UNIVERSITY. Department of Anthropology: seeks a person of high scholarly standing with research experience in Oceania (topical specialization open) for a senior position, beginning Fall, 1978. Fully competitive salary. Canadian experience preferred. Send curriculum vitae and names of three referees to: Dr. R. Preston, Chairman, Department of Anthropology, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4L9.

ARCHIVIST

UNIVERSITY OF MANITOBA. Archivist / Librarian The University of Manitoba Libraries invite applications for: University Archivist / Rare Books Librarian. The incumbent is responsible for: the permanent collection of University Archives, comprising official records, University publications, graduate theses, historical files, personal papers and memorabilia; The Manuscript collection, which emphasizes Canadian authors and public figures; The Rare Book collection, consisting of some 4,300 volumes. The subject coverage is broad, with some emphasis on Manitoba history and general Canadiana. The most important aspect of this position is the archival function. Manuscript and rare book collections, based chiefly on gifts, are accorded a much lower priority.

Qualifications: Degree from an accredited library school and/or special education in archival work. Advanced degree in Canadian History preferred. Three years experience in archival work. Interest in, and some knowledge of, rare books and manuscripts preferred. Salary: Dependent on qualifications, but not less than \$18,000. The University of Manitoba library system, which consists of a central library and twelve branch libraries and reading rooms, has a staff of 234, collections of more than one million volumes, and serves a student population of about 20,000.

BEHAVIOURAL SCIENCE

UNIVERSITY OF TORONTO. Department of Behavioural Science. 1-Tenure Stream, 1-Contractually limited appointment, 1-Associate Professor. One Assistant Professors, one appointment will be tenurable and one on a contractually limited basis. The department's existing strengths suggest that persons with experience and research interests in one or more of the following areas would be most valuable to the department at its present stage of development: social psychology, with special reference to attitude development and change or inter-personal communication; communication studies in relation to propaganda analysis attitude and public opinions; human ecology and individual behaviour analysis. While persons experienced in a health setting would be an advantage it is not essential and candidates will be evaluated in terms of their potential for developing their special interests within the setting in which the department works. Major teaching responsibility in the undergraduate medical curriculum and in a graduate programme leading to a Masters degree in Health Science in which the department's principal contribution will be in the field of Health Promotion. Salary commensurate with experience and qualifications. Forward applications to: M.J. Kelner - Acting Chairman, Depart-

SALARIES ... Cont'd from p. 19

eleven steps above the floor of the assistant professor. He was appointed in 1967 at a salary of \$10,500 which was \$1,000 above the assistant professor floor for that year. The equivalent career development increment for 1967-68 is \$500, so his initial position was, $N_0 = 2.0$. He has thus gained 9 steps in 10 years, or has dropped one career development increment in those years.

Salary Levels and Salary Anomalies

The position you occupy in the salary scales at present is made up of two components: the initial salary (or position, N_0) and your career progress since then. If your salary is relatively low, it may be because you have not been judged by the Dean (or promotions committee) to be worth an annual normal increment (everybody should get the scale increase or the percentage increase of the floors) or it is because you were brought in at too low a salary. Unfortunately, since salaries are a closely guarded secret you cannot tell your relative position except by asking your colleagues or persuading the administration to publish salaries versus age for the entire faculty.

Problem: to Find where You Ought to be

Take your age (in years) on January 1st, 1977 and subtract the number of years you are eligible for a merit or career progress increment: this should, in a strictly age dominated salary structure, given the normal position on the grid. Ideally this number should equal the number N_1 calculated above. If it is higher you are doing well in the system, if not, start finding out why not.

EXAMPLE: Consider the same case treated above, our victim is 43, and at step 11; the normal position for him would be at a step given by age 43 minus 27^2 which equals step 16. He is 5 steps below this point, one he has lost in the ten years at Carleton, but the other 4 were lost on appointment. Why was he started off at that salary?

Other Factors in Determining your Position

Age is not the only criterion, one might take years of service, years in rank, years since first degree, previous experience into account to get a true picture. It is expected that people will differ from the normal curve: some above through merit, some below through a slowing down of career progress. Some limit to the amount of deviation that the association will tolerate must be established. Without such limits, it is difficult to really deal with salary anomalies.

1. Statistics Canada normally publishes the floors of each rank for most Canadian universities.
2. The grid system set forth by CUASA was based on a normal appointment to the floor of the assistant professor at age 27, from which point an individual progresses by one career development step per year up to a maximum of 27 steps.
3. CUASA proposed that these divergences should not be greater than three career progress steps in twelve years (or about $\frac{1}{4}$ of a step each year). If you differ from the norm by more than that, it is possible an anomaly exists.

Professor Sida teaches mathematics at Carleton University and is member of CAUT Economic Benefits Committee.

ment of Behavioural Science. Effective date of appointment: January, 1, 1978. Closing date: October, 1977.

BIOCHEMISTRY

DALHOUSIE UNIVERSITY. Department of Biochemistry. Chairperson, with active research interests, for Biochemistry Department, Dalhousie University, Halifax, Nova Scotia. Excellent laboratory facilities in modern medical complex. Active teaching programme in undergraduate, graduate and medical faculties. Please contact J.D. Hatcher, M.D., Ph.D., Dean, Faculty of Medicine.

BIOLOGY

McMASTER UNIVERSITY. Department of Biology: anticipates appointing an Assistant Professor, commencing July 1, 1978. The position is for a quantitative animal ecologist preferably with experience in invertebrate ecology; Ph.D. is required. The preferred candidate should have a basic understanding of population biology and ecological genetics. Responsibilities include an introductory zoology course, senior undergraduate and graduate instruction and research. Present salary minimum \$16,500. Applications with the names of at least two referees should be sent as soon as possible to Dr. D.M. Davies, Department of Biology, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4K1.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Department of Biology. Applications are invited for a senior faculty position with primary responsibility in the development of a graduate programme (M.Sc. and Ph.D.) in the field of fisheries biology. Preference will be given to candidates with an established background and practical experience in applied fisheries research. The successful applicant will participate in the development of a proposed Institute of Fisheries and Marine Studies. Candidates should submit a full curriculum vitae and names of three referees to Dr. G. Robin South, Head, Department of Biology, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1C 5S7, by October 14, 1977.

BOTANY AND GENETICS

UNIVERSITY OF GUELPH. Department of Botany and Genetics. Applications are invited for a faculty position in Cell Biology. Preference will be given to applicants in the field of immunogenetics, cell surface receptors, antibody synthesis or eukaryote nucleic acid metabolism. The successful applicant will be expected to teach at both the undergraduate and graduate levels in the areas of Cell Biology and Genetics and to carry on an active independent research program. Rank and salary negotiable. Submit curriculum vitae, resume of research and names of three references to: Chairman, Department of Botany and Genetics, College of Biological Science, University of Guelph Guelph, Ontario N1G 2W1, Canada.

UNIVERSITY OF GUELPH. Department of Botany and Genetics. Applications are invited for a faculty position in Plant Evolution. Preference will be given to applicants with the ability to employ field and laboratory techniques to the analysis of evolutionary mechanisms in plants and the control of population structure. The successful candidate will be expected to develop a strong research program and participate in undergraduate and graduate teaching. The position will be filled as soon as suitable applicant is found. Ph.D. required, rank and salary negotiable. Submit curriculum vitae, resume of research and names of three referees to: Chairman, Department of Botany and Genetics, College of Biological Science, University of Guelph, Guelph, Ontario, Canada, N1G 2W1.

BUSINESS

UNIVERSITY OF BRITISH COLUMBIA. Faculty of Commerce and Business Administration. Applications are invited for Assistant / Associate rank and for Visiting Assistant / Associate rank in most areas relating to business administration, beginning July 1, 1978. Qualifications required include doctorate and strong research potential. The salary will be commensurate with the applicant's experience and qualifications. Enquires should include a curriculum vitae and the names of three references and should be sent to: The Dean, Faculty of Commerce and Business

Administration, University of British Columbia, Vancouver. B.C. V6T 1W5. These positions are open to qualified male and female applicants.

DALHOUSIE UNIVERSITY. School of Business. Appointment in Accounting. Applications are invited for a position in Accounting. Rank and Salary will depend upon the candidate's qualifications. Candidates with Ph.D. preferred. Responsibilities will include undergraduate and MBA assignments for 9 hours, active pursuit of research and minimal administration. Contract to begin July 1, 1978. Courses flexible. Resume should be sent to G.R. Chesley, School of Business.

CHEMISTRY

UNIVERSITY OF TORONTO. Department of Chemistry. Postdoctoral fellowship positions are available in the fields of analytical, biological, inorganic, organic, physical, polymer and theoretical chemistry and crystallography. Stipends are up to \$10,600 per annum. Apply to: Dr. Keith Yates, Chairman, Department of Chemistry, University of Toronto, Toronto, Ontario M5S 1A1.

UNIVERSITY OF TORONTO. Department of Chemistry. (St. George Campus). Applications are invited from suitably qualified candidates for the positions of research associate and postdoctoral research fellow, to carry out research in the field of physics and chemistry of surfaces. Previous experience in two of: optics and spectroscopy, ultrahigh vacuum techniques, and surface science desirable, as is some familiarity with mini-computers. Salary range of \$900 to \$1,300 per month, depending on qualifications and experience. Applications with curriculum vitae and the names and addresses of three referees should be sent as soon as possible to Professor M.J. Dignam, Department of Chemistry, University of Toronto, Toronto, Ontario M5S 1A1, Canada.

UNIVERSITY OF TORONTO. Department of Chemistry. Postdoctoral position available for organic chemist, to teach synthetic reactions to a computer program. Resumé, three letters of recommendation to Professor M. Bersohn, Department of Chemistry, University of Toronto, Toronto, M5S 1A1, Ontario.

UNIVERSITÉ DE MONTRÉAL. Département de Chimie sollicite des candidatures pour un poste de professeur en chimie pour l'année 1977-78, avec possibilité de renouvellement pour 1978-79. Fonctions: Enseignement en chimie inorganique ou analytique ainsi qu'au niveau des travaux pratiques intégrés de première année. Participation aux activités de recherches. Exigences: Avoir des qualités d'enseignant, être détenteur d'un doctorat. Connaissance du français. Salaire: Selon la convention collective. Prière de faire parvenir votre curriculum vitae à Dr. Yvon Sicotte, Directeur, Département de Chimie, Université de Montréal, Montréal, Québec, H3C 3V1.

CIVIL ENGINEERING

UNIVERSITY OF ALBERTA. Department of Civil Engineering. Applications are invited for a faculty position in the area of environmental engineering. The successful applicant will be expected to work at both undergraduate and graduate levels in his area of specialization and to assist at the undergraduate level in other aspects of Civil Engineering. Both a Ph.D. and engineering experience are desirable. Salary and rank are dependent upon qualifications. Submit letter of application, including curriculum vitae, transcripts, and names of referees to: Chairman, Department of Civil Engineering, The University of Alberta, Edmonton, Alberta Canada, T6G 2G7.

UNIVERSITY OF REGINA. Department of Civil Engineering. Assistant / Associate Professor for Sanitary Engineering and Environmental Impact Assessment (or Land Use Management and Environmental Assessment) for Systems Engineering Program. Ph.D. with professional experience. A curriculum vitae, together with the names of three referees should be sent to Dr. G. Fuller, Faculty of Engineering, University of Regina, Regina, Saskatchewan S4S 0A2.

UNIVERSITY OF WATERLOO. Department of Civil Engineering. Applications are being accepted for the position of Assistant Professor, but other ranks may be considered. Ph.D. required in the area of Soil Mechanics. Industrial and academic ex-

perience desirable. Duties include teaching and research. Salary pending on qualifications. Please address inquiries to Dr. T.H. Topper, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment - when available. Closing date for receipt of applications is September 30, 1977.

CLINICAL STUDIES

UNIVERSITY OF GUELPH. Department of Clinical Studies. A position of Resident within the Veterinary Teaching Hospital is available in the Department of Clinical Studies. The Resident would take up duties in the area of Radiology. Duties include diagnostic radiology and assistance with the instruction of undergraduate and graduate students. The position will be available from October 1, 1977 to August 31, 1978. An advanced degree or diploma in radiology and teaching experience would be valuable. The applicant must be licensed to practice Veterinary Medicine in the Province of Ontario. Enquiries regarding the position can be made to: Dr. P.W. Pennock, Department of Clinical Studies, Ontario Veterinary College, University of Guelph, Guelph, Ontario, Canada N1G 2W1.

UNIVERSITY OF GUELPH. Department of Clinical Studies. The Department of Clinical Studies of the Ontario Veterinary College, University of Guelph requires an Assistant Professor in the area of Radiology. The main duties of the applicant will be to teach radiology at the undergraduate and graduate level and to participate as a clinician in the Veterinary Teaching Hospital. The applicant must be eligible for licensure in the Province of Ontario. Advanced degree, teaching experience and Board certification or eligibility for Board certification would be desirable. Salary will be commensurate with experience and qualifications. Enquiries regarding the position can be made to: Dr. P.W. Pennock, Department of Clinical Studies, Ontario Veterinary College, University of Guelph, Guelph, Ontario, Canada. Selection of the successful

applicant will be made on recommendation of a selection committee.

COMPUTER SCIENCE

UNIVERSITY OF NEW BRUNSWICK. School of Computer Science. Assistant Professor. Qualifications: Ph.D. preferred. Duties: Teaching and research at both graduate and undergraduate level with main area of interest in Systems and Application Software. Salary: Present salary range \$14,997 - \$22,195. Forward applications to: Dr. W.D. Wasson, Director, School of Computer Science, University of New Brunswick, Fredericton, N.B., P.O. Box 4400, E3B 5A3. Effective date of appointment: January 1, 1978. Closing date: When position filled.

CONSUMER STUDIES

UNIVERSITY OF GUELPH. Department of Consumer Studies. Visiting or sessional appointment replacing faculty member on year's leave. Ph.D. preferred in a field related to housing. Undergraduate teaching in areas related to cultural and behavioral aspects of shelter. Salary negotiable. Apply to Dr. R.E. Vosburgh, Chairman, Department of Consumer Studies, University of Guelph, Guelph Ontario, N1G 2W1. Appointment to commence January 1, 1978. Applications open until position is filled.

CROP SCIENCE

UNIVERSITY OF GUELPH. Department of Crop Science. Assistant or Associate Professor. Qualifications required: Ph.D. or equivalent in crop physiology and management. Graduate and undergraduate teaching; research in harvesting, preservation and storage of field crops, with emphasis on forage crops. Salary: Minimum Assistant Professor - 1977-78 \$17,535. Forward applications to: Chairman, Department of Crop Science, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Effective date of appointment: October 31, 1977.

CURATOR

ROYAL ONTARIO MUSEUM. Museum Curatorship open: Far Eastern Department Senior Curatorial position open for

Trent University

Department of Native Studies requires a

Counsellor

The successful applicant's duties will include, organizing orientation sessions for Native students; conducting cultural seminars for Native students; organizing social and cultural events; arranging for individual academic tutoring, assisting with recruitment.

Position available immediately. Salary to be based on experience and qualifications.

Please send applications to:

**Professor Joseph Couture,
The Chairman,
Department of Native Studies,
Trent University,
Peterborough, Ontario.
K9J 7B8**

specialist in East Asian Art and Archaeology (Chinese or Japanese Painting and Decorative Arts, Buddhist Arts of Asia, Indian and Southeast Asian Art and Archaeology). Curatorial work with administrative possibilities. Cross-appointment for university teaching may be negotiated. Requirements: PhD or equivalent. Working knowledge of Chinese or Japanese language or both. French desirable. Museum experience, ideally combined with some teaching experience. Rank and salary: Commensurate with qualifications and experience. Applications: Please address applications and communications to: Dr. James E. Cruise, Director, Royal Ontario Museum (Chairman of Search Committee), 100 Queen's Park, Toronto, Ontario, Canada, M5S 2C6. Include complete and up-to-date C.V., with names and current addresses of three referees. Application deadline: January 15, 1978.

DENTISTRY

McGILL UNIVERSITY. Faculty of Dentistry. Applications are invited for a full-time position in the Department of Orthodontics to coordinate activities within a "facial pain" grouping. Applicant must be a graduate of an accredited orthodontics program and should have broad clinical and academic background in occlusion, along with research experience and interest. Applicants must be eligible for licensure by the Order of Dentists of Quebec, and be prepared to fulfill French requirements. Academic rank and salary commensurate with qualifications. Candidate must be available for immediately. Please send curriculum vitae and reference to the Dean's Office, Faculty of Dentistry, McGill University, 3640 University Street, Montreal, P.Q. H3A 2B2.

McGILL UNIVERSITY. Faculty of Dentistry. Applications are invited for a full time faculty position in the Department of Fixed Prosthodontics. Advanced training from an accredited post-doctoral program in prosthodontics with an emphasis in fixed prostheses is required. Clinical teaching experience is highly desirable. Applicants

must be prepared to meet the requirements for licensure in the Province of Quebec. Academic rank and salary of the successful applicant will be dependent upon qualifications and experience. Enquiries, accompanied by curriculum vitae, will be received in confidence by: Chairman, Search Committee, Department of Fixed Prosthodontics, McGill University Faculty of Dentistry, 3640 University Street, Montreal, Quebec, Canada H3A 2B2.

McGILL UNIVERSITY. Faculty of Dentistry. Applications are invited for a full-time teaching position in the pre-clinical areas in the Department of Operative Dentistry. Such applications may also be considered for the Chairmanship of this department which is now vacant. Applicants must be graduates of an accredited dental program and preferably, have Graduate training in Restorative Dentistry. Preference will be given to those applicants who have private practice and teaching experience. Candidates must be eligible for licensure by the Order of Dentists of Quebec, and be prepared to fulfill French language requirements. Academic rank and salary will be commensurate with qualifications and experience. Please send curriculum vitae with references to: Chairman, Search Committee, Dept. Operative Dentistry, Faculty of Dentistry, McGill University, 3640 University Street, Montreal, H3A 2B2.

McGILL UNIVERSITY. Faculty of Dentistry. Applications are invited for a full-time faculty position in the Department of Oral Surgery. Advanced training from an accredited post-doctoral program in Oral Surgery is required. Clinical teaching experience is highly desirable. Applicants must be prepared to meet the requirements for licensure in the Province of Quebec. Academic rank and salary of the successful applicant will be dependent upon qualifications and experience. Enquiries, accompanied by curriculum vitae, will be received in confidence by: Chairman, Search Committee, Department of Oral Surgery, McGill University, Faculty of

Dentistry, 3640 University Street, Montreal, P.Q. Canada, H3A 2B2.

DIGITAL COMMUNICATION

CONCORDIA UNIVERSITY. Digital Communications. An Assistant or Associate professor required by Fall 1977. The position will involve undergraduate teaching and supervision of graduate work and research in the general area of digital communications with particular emphasis on one or more of digital signal processing, digital transmission, computer communications. Applicants should hold a doctorate in an appropriate area and be familiar with modern technology. Industrial experience will be considered an asset. The salary level is commensurate with qualifications. Applications with curriculum vitae should be addressed to: Dr. M.N.S. Swamy, Chairman, Electrical Engineering Dept., Concordia University, 1455 de Maisonneuve Blvd., W., Montreal, Que. H3G 1M8.

EARTH SCIENCE

UNIVERSITY OF WATERLOO. Department of Earth Sciences. Applications are being accepted for the positions of Post-doctoral fellows. Qualifications required are Ph.D. Some teaching with research specialization in a) Ordovician conodonts and / or b) Mathematical hydrogeology especially finite difference and finite element modelling methods. Salary commensurate with qualifications and experience. Dr. C.R. Barnes, Chairman, Department of Earth Sciences, University of Waterloo, Waterloo, Ontario N2L 3G1. Starting date negotiable. Closing date for receipt of application is when positions are filled.

ECONOMICS

CONCORDIA UNIVERSITY. Sir George Williams Campus. Department of Economics. Possibility of two appointments at Associate or Full Professor levels. Demonstrated record of high scholarly achievement in terms of publications and recognition in areas of Public Finance, Economic Development, and Econometrics. Graduate and some undergraduate teaching; supervision of Ph.D. dissertations. Salary commensurate with qualifications and experience. Salaries are fully competitive. Forward applications to Professor B. Sahni, Chairman, Department of Economics, Concordia University (Sir George Williams Campus) Montreal. Date of appointment - September, 1977 and January, 1978. Applications accepted until positions are filled.

UNIVERSITY OF WATERLOO. Department of Economics. Applications are being accepted for the position of Chairman, Department of Economics. Qualifications: Senior economist with Canadian experience. Duties: Departmental administration, teaching and research. Salary: commensurate with qualifications and experience. Please forward applications to: Dean J.S. Minas, Faculty of Arts, University of Waterloo, Waterloo, Ontario N2L 3G1. Effective date of appointment: From 1st May 1978 to 1st September 1978. Closing date: 1st November 1977.

EDUCATION

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Faculty of Education. The University is seeking a new Dean to head up a Faculty offering degree programmes to the Master's level. Student enrolment 1976-77 was over 2000 undergraduate students, 395 graduate. There are 81 members of faculty. Nominations will be received, in confidence, by the Search Committee. They should be addressed to: Dr. L. Harris, Chairman, Search Committee for Dean of Education, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1C 5S7.

UNIVERSITY OF VICTORIA. Faculty of Education. A Research Associate is sought for a project on the development of Soviet research on learning to read. Candidates should be bilingual in Russian and English. If possible, they should have qualifications in psychology or education, with a special interest in reading. The chief task of the Associate will be technical translation from Russian to English. Salary: \$12,000.00 for one year, with possible extension for a further 6 months. Applications to: Mrs. N. Cumming, Faculty of Education, University of Victoria, P.O. Box 1700, Victoria, B.C.

ELECTRICAL ENGINEERING

UNIVERSITY OF WATERLOO. Depart-

ment of Electrical Engineering. For the 1977-78 academic year applications are invited for post-doctoral fellowships, research associateships and visiting professorships in the following areas: circuits and computer aided design; systems and control; power engineering; solid state electronics; electromagnetic engineering; bio-engineering and computer engineering. These appointments are for one or two year terms and are funded in full or in part from research grants and / or contracts. Inquires should be sent to Prof. K.D. Srivastava, Electrical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment: October 1, 1977.

ENGINEERING

UNIVERSITY OF GUELPH. School of Engineering. Academic rank in accordance with qualifications and experience. Ph.D. preferred with experience in Agricultural Mechanization. Teaching of undergraduate and graduate courses, and research in the agricultural mechanization area. Salary commensurate with qualifications and experience. Please forward applications to: Dr. J.R. Ogilvie, Director, School of Engineering, University of Guelph, Guelph, Ontario, N1G 2W1. Effective date of appointment: Summer 1978. Closing date: December 1st.

ENGLISH

CARLETON UNIVERSITY. Department of English. Applications are invited for a senior appointment (Associate or Full Professor) in Canadian Literature. Candidates should have an established reputation in the field of Canadian Literature, teaching experience and an ability to work in French as well as in English. Duties will involve participation in the Department's new Ph.D. programme in Canadian Literature and undergraduate instruction. Salary open. Address inquiries to James Steele, Chairman, Department of English, Carleton University, Ottawa, Ontario. The filling of this position is conditional upon budgetary provision. Closing date for applications: January 31, 1978.

UNIVERSITY OF MANITOBA. Department of English. Applications are invited for a senior position in Shakespeare and Renaissance drama. Applicants should have distinguished publications in this area and experience teaching and supervising graduate students. Rank and salary will be commensurate with qualifications and experience. The appointment, subject to the availability of funds, would be effective July 1, 1978. Applications should be sent by December 1, 1977 to Professor John T. Ogden, Acting Head, Department of English, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

UNIVERSITY OF ST. JEROME'S COLLEGE. Department of English. Position: Assistant Professor. Qualifications: Ph.D. completed or near completion; specialization in Shakespeare. Duties: Undergraduate instruction and administrative duties. Salary: Assistant floor, \$17,000. or negotiable according to experience. Apply to: Dr. E.P. McCormack, Chairman, Department of English, University of St. Jerome's College, Waterloo, Ontario, N2L 3G3. Effective: July 1, 1978. Closing date: When filled.

WILFRID LAURIER UNIVERSITY. Department of English. Applications are invited from specialists in Renaissance Drama (including Shakespeare) and / or Seventeenth Century (preferably with an interest in Milton). An appointment will be made of an associate or full professor, with rank and salary depending on qualifications. Successful experience in university teaching and substantial publication are essential. Since the appointment involves the possibility of election as chairman for a three-year term (renewable), administrative experience will be considered a definite asset. Send letter of applications and curriculum vitae to the Chairman of the Selection Committee, Department of English, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, N2L 3C5. Apply before November 1, 1977. Duties will begin July 1, 1978.

FAMILY STUDIES

UNIVERSITY OF ALBERTA. Faculty of Home Economics (Division of Family Studies). Academic Rank: Assistant or Associate Professor, Family Studies. Degree: Ph.D. preferred with some ex-

ON SABBATICAL ?

THIS INFORMATION IS FOR YOU

If spending a sabbatical abroad, members should note that under Canada Customs Rule #70320/1 — the date of your return will be considered an anniversary date, now having the same effect as being out of the country for a year and a day. This will give members the facility of bringing in items duty free — such as automobiles, motorcycles and many other items purchased overseas. Exact rulings have not been received as yet since the "Anniversary Date" rule only came into effect in June, but items such as automobiles and motorcycles are free of duty up to an amount not exceeding \$7,500. Beyond this amount on such items, duties and sales taxes are payable at varying rates depending on country of origin. The period of goods ownership is still six months or longer prior to return to Canada, as far as it can be ascertained.

For more information on this ruling regarding individual cases contact Travelers Privilege Department, Canada Customs, Connaught Building, Ottawa, Ontario.

The editors wish to note that the rulings were altered largely due to the efforts of Professor A.M. MacLeod, Department of Philosophy, Queen's University.

SABBATICAL FLIGHTS AVAILABLE

Toronto-London-Amsterdam (British Airways)
Leaving Jan. 5, 1978 Return July 31, 1978
Cost: \$448

Toronto-Sydney-Auckland (British Airways)
Leaving Jan. 5, 1978 Return July 31, 1978
Cost: \$1191

Contact: Finlay Travel Ltd. P.O. Box 83, Toronto Dominion Bank Tower,
Toronto Dominion Centre, Toronto M5K 1G8 (416) 366-9771

perience in teaching and research interests. Supervision of graduate students. Family life orientation preferred for this position. Current Salaries: 1976-77 floors: Assistant - \$16,587.00; Associate - \$21,543.00 (Salaries for 1977-78 are expected to increase by about 7%). Deadline for Applications: Until filled. Write to: Dianne K. Kieren, Ph.D., Chairperson, Division of Family Studies, Faculty of Home Economics, University of Alberta, Edmonton, Alberta T6G 2E2. (University of Alberta is an Equal Opportunities Employer.)

FORESTRY

UNIVERSITY OF BRITISH COLUMBIA. Faculty of Forestry. (Economics and Marketing of Forest Products) Position of Assistant Professor. A strong background in economics and marketing of forest products is essential. The successful candidate will have a Ph.D. and should have one degree in Forestry, Wood Technology, or Wood Engineering. Teaching and / or industrial experience are desirable. Teaching and research in economics and marketing of forest products as a member of the Wood Science and Industry group within the Faculty of Forestry. Salary within the Assistant Professor scale. Send applications to: Dean J.A.F. Gardner, Faculty of Forestry, University of British Columbia, Vancouver, B.C. V6T 1W5. Appointment date: As soon as mutually convenient. Deadline: When position is filled.

HISTORY/HISTOIRE

UNIVERSITÉ DE MONTRÉAL. Département d'Histoire. Urgent. Professeur adjoint, agrégé ou titulaire d'Histoire du Québec (1867 à nos jours). Salaire et rang dépendent de qualifications et expérience. Enseignement uniquement en Français. Écrire immédiatement à: Le Directeur, Département d'Histoire Université de Montréal, Case postale 6128, Succursale "A", Montréal, Québec, H3C 3J7.

UNIVERSITÉ D'OTTAWA. Le Département d'Histoire, cherche, pour le 1er juillet 1978 deux professeurs. 1. Histoire du Canada après 1867 - enseignement en français. 2. Histoire de l'Europe avant 1650 - enseignement en français et en anglais. Le doctorat est exigé. Les conditions sont celles de la convention collective, en tenant compte de la situation budgétaire. Le concours sera terminé lorsque l'engagement sera fait. Faire parvenir son curriculum vitae au Directeur, Département d'Histoire, Université d'Ottawa, 147 Wilbrod, Ottawa, Ontario K1N 6N5.

UNIVERSITY OF OTTAWA. History Department, has openings as of July 1, 1978, for two professors. 1. History of Canada since 1867 - teaching in French. 2. History of Europe before 1650 - teaching in French and English. Ph.D. required. Conditions according to the collective agreement and subject to budgetary restrictions. Closing date for applications: when the positions are filled. Send curriculum vitae to Chairman, Department of History, University of Ottawa, 147 Wilbrod, Ottawa, Ontario K1N 6N5.

INSTITUTIONAL RESEARCH

UNIVERSITY OF CALGARY. Office of Institutional Research. Applications are invited for the position of Analyst. Duties include working with a small group of professional associates in providing support for institutional decision-making, planning and policy formulation through the provision of statistical data, information, reports and analyses. Applicants should have experience in university administration or teaching. Salary is commensurate with qualifications and experience. Applications should be sent to: Dr. Bernard S. Sheehan, Director, Office of Institutional Research, The University of Calgary, Calgary, Canada.

LAW

UNIVERSITY OF VICTORIA. Faculty of Law. Applications are invited for full-time positions in the Faculty of Law. Applicants should have graduate law training, law teaching experience or experience in the practice of law, government service or research. Duties will include teaching, research and development of the curriculum in the newly established program of legal education. Appointment date is July 1, 1978, with rank and salary negotiable according to qualifications. Closing date September 30, 1977 or when

positions filled. Applications should be sent to: Dean F. Murray Fraser, Faculty of Law, University of Victoria, P.O. Box 2400, Victoria, B.C. V8W 3A8.

LIBRARY

UNIVERSITY OF MANITOBA. The Elizabeth Dafoe Library. Head, Cataloguing Department, Technical Services Division. The incumbent reports to the Associate Director for Technical Services and is responsible for the operation and development of the Cataloguing Department. Duties include, selection, evaluation and development of staff organization and delegation of workload; budget preparation sharing in policy planning for the Division and implementation of policy in the Department. The Cataloguing Department is made up of the Original Cataloguing, Copy Cataloguing, Catalogue Maintenance, and Preparation Sections, with a staff complement of eleven professional librarians and twenty-five support staff. The Department provides centralized cataloguing services for eight of the thirteen libraries in the University of Manitoba library system, using AACR and LC classification. Qualifications: A degree from an accredited library school plus a minimum of four years cataloguing experience and demonstrated administrative ability; experience in or knowledge of automated cataloguing applications are assets; personal qualifications of problem-solving skills, technical knowledge, tact and patience. Salary: Commensurate with qualifications and experience. Minimum \$20,000. Apply to: Paul Wiens, Assistant Director for Administration (Libraries), Elizabeth Dafoe Library, University of Manitoba, Winnipeg, Manitoba. R3T 2N2.

LINGUISTICS

UNIVERSITY OF BRITISH COLUMBIA. Department of Linguistics: Applications are invited for the position of Department Head. From senior academics with administrative experience or potential, to administer a six-member department offering instruction in general linguistics toward the B.A., M.A. & Ph.D. Salary negotiable. Appointment to begin July 1, 1978. Note: The University of British Columbia offers equal opportunity for employment to qualified male and female candidates. Applications should be received before November 1, 1977 and should be sent to Dr. Peter Remnant, Associate Dean of Arts, University of British Columbia, Vancouver, B.C. V6T 1W5, Canada.

MATHEMATICS

SIMON FRASER UNIVERSITY. The Department of Mathematics; may, subject to budgetary approval, have one regular position at the assistant professor level and one visiting position commencing September 1, 1978. Applicants must have a Ph.D. or equivalent research experience in statistics. Duties will include teaching, research and consulting. The salary will be commensurate with experience. Applications should be received by November 15, 1977. Applicants should arrange for three letters of reference to be sent directly to: Dr. N.R. Reilly, Chairman, Department of Mathematics, Simon Fraser University, Burnaby, B.C., V5A 1S6.

UNIVERSITY OF TORONTO. Department of Mathematics. Professor. Demonstrated record of scholarly achievement. Teaching graduate and undergraduate courses, direction of Ph.D. theses and otherwise maintaining a high standard of research in the Department. Salary negotiable. Effective date of appointment July 1, 1978. Applications should be addressed to: The Chairman, Department of Mathematics, University of Toronto, Toronto, Canada, M5S 1A1.

UNIVERSITY OF GUELPH. Department of Mathematics and Statistics. Applications are invited for the position of Chairman of the Department commencing July / September, 1978. Candidates should have established research record in mathematics, applied mathematics or statistics, and university experience. Duties include administrative responsibility for the Department, and participation in and encouragement of teaching and research programs. Salary negotiable. Enquiries or applications with a full curriculum vitae and the names of three referees to Dean E.B. MacNaughton College of Physical Science, University of Guelph, Guelph, Ontario, Canada, N1G 2W1, by November 15, 1977.

UNIVERSITY OF WATERLOO. Department of Applied Mathematics. Applications are being accepted for the position of Assistant Professor. Candidates must have a primary interest in partial differential equations and related variational methods. A strong interest in applications to real-life problems, in particular to continuum mechanics would be an asset. The position involves teaching advanced undergraduate and graduate courses in the candidate's specialty as well as general mathematics courses. Applicant's resume, including reprints and references, should be sent to: Professor C.F.A. Beaumont, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, N2L 3G1.

MECHANICAL ENGINEERING

UNIVERSITY OF OTTAWA. Department Mechanical Engineering: Applications are invited for an Assistant or associate professor in the area of solid mechanics - fracture mechanics. Duties to include undergraduate and graduate teaching and research. Doctorate degree required. Bilingualism (English and French) an asset. Rank and salary negotiable according to qualifications and experience. Application to include curriculum vitae, details of experience and names of referees. Apply to: Dr. A.S. Krausz, Chairman, Department of Mechanical Engineering, University of Ottawa, Ottawa, Ontario, K1N 6N5.

UNIVERSITY OF WATERLOO. Department of Mechanical Engineering. Applications are being accepted for the position of Assistant Professor, Two-year definite term. Qualifications required are Ph.D. Nature of duties are: Teaching in thermodynamics, heat transfer, and other energy related topics; research in combustion sciences. Salary offered, Assistant Professor \$17,100. Those interested should send applications to Dr. D.J. Burns, Chairman, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario N2L 3G1. Effective date of appointment as soon as possible. Closing date for receipt of application is September 30, 1977.

MEDICAL MICROBIOLOGY

UNIVERSITY OF BRITISH COLUMBIA. Division of Medical Microbiology: Assistant Professor. Teaching of undergraduate and graduate courses in molecular virology plus conduct of active research program. Curriculum vitae plus three letters of reference to Dr. D.M. McLean, Division of Medical Microbiology, University of British Columbia, Vancouver, B.C. V6T 1W5, before 31 October 1977.

MICROBIOLOGY

QUEEN'S UNIVERSITY. Department of Microbiology and Immunology. Invites applications for an appointment as Assistant Professor. Applicants should have a Ph.D. or M.D. degree with post-doctoral training in immunology. Preference will be given to applicants with an interest in the immunology of infectious disease. Salary \$16,600 - \$20,000 per annum. Apply with curriculum vitae and the names of two referees to Dr. R.B. Stewart, Department of Microbiology and Immunology, Queen's University, Kingston, Ontario, K7L 3N6.

NEAR EASTERN STUDIES

UNIVERSITY OF TORONTO. Department of Near Eastern Studies. Assistant or associate Professor in the Tenure Stream. Qualifications: Ph.D. or equivalent in Classical (Biblical) Hebrew studies with some publications and teaching experience preferred. The successful candidate will be required to teach courses in Syro-Palestinian history, literature of the Hebrews (Old Testament) and classical Hebrew. Minimum salary: \$17,000 depending on qualifications. Position to begin July 1, 1978. Last date on which applications to be considered: December 20, 1977. Address applications to: Professeur J.W. Wevers, Chairman, Department of Near Eastern Studies, University of Toronto, 280 Huron Street, Toronto, Ontario M5S 1A1.

OUTDOOR EDUCATION

LAURENTIAN UNIVERSITY. Outdoor Education. A senior faculty appointment. Responsibilities: Teach theory and activity courses in Outdoor Education. Assist in the development of an Outdoor Education stream which is to be integrated with other relevant programs within the University. Initiate and pursue research related to Out-

door Education, in particular, the use of the out-of-doors in play and education and its effect on growth and development. Assist in the coordination of instruction in outdoor adventure activities and other outdoor education programs in the Department of Physical Education Services. Qualifications: Ph.D. / Ed.D. specializing in Outdoor Education. Preference will be given to candidates with additional experience in Adapted Physical Education. Previous University teaching experience in Outdoor Education. Extensive experience as a leader / instructor in practical Outdoor Education programs conducted by other agencies. Certification and ability to instruct in outdoor adventure activities. Kayaking (white water), rock climbing, winter survival skills preferred. Rank - Assistant or Associate Professor. Salary - commensurate with experience and qualifications. Bilingual (French / English) candidates are preferred. Candidates with the background and ability to develop aspects of Outdoor Education related to the Canadian cultures would be particularly appropriate for appointment in this bilingual institution. The appointment will be made during the next 12 months. Inquiries should be sent to: Chairman, Appointments and Promotions Committee, Division of Physical Education, Laurentian University, Sudbury, Ontario. P3E 2C6.

PATHOLOGY

UNIVERSITY OF GUELPH. Pathology Department. Assistant Professor position in the Department of Pathology. Responsibilities involve teaching, research and service work. Require specific interest and experience in diseases of wildlife. Position available July 1, 1978. Applications to be sent to: Dr. R.G. Thomson, Department of Pathology, Ontario Veterinary College, University of Guelph, Guelph, Ontario, N1G 2W1.

PHARMACY

UNIVERSITY OF SASKATCHEWAN. College of Pharmacy. Applications are invited for a faculty position in pharmaceuticals. Candidates should possess a Ph.D. degree in pharmaceuticals. The appointment will be at the Assistant Professor level. Responsibilities include teaching undergraduate and graduate classes, the development of a research program and other activities that may be assumed or assigned in relation to the effective functioning of a professional College. The position is available on or after July 1, 1977 for 1977-78 academic term. An application together with a curriculum vitae, a list of publications and the names of three referees should be sent as soon as possible to: Dean B.R. Schnell, College of Pharmacy, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0 Canada.

UNIVERSITY OF SASKATCHEWAN. College of Pharmacy. Applications are invited for a faculty position in Clinical Pharmacy. Candidates should possess a Pharm. D. or Ph.D. with experience in ambulatory care practice. The appointment will be at the Assistant Professor level. The successful applicant will be expected to participate in classes in clinical pharmacy and therapeutics, serve as a clinical pharmacy practitioner in the ambulatory care setting, and collaborate in the development of research activities in this area of specialization. The position is available for the 1977-78 academic year. Interested candidates should forward a curriculum vitae, list of publications and names of three referees to: Dean B.R. Schnell, College of Pharmacy, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0 Canada.

PHYSICAL EDUCATION

DALHOUSIE UNIVERSITY. School of Physical Education. Applications are invited for the position of Director and Professor. The Director is the senior administrator of the School and is expected to give academic and professional leadership. The Dalhousie University's School of Physical Education has four main divisions: Physical Education, Recreation, Health Education, and Athletics and Recreation Services. A new Physical Education and Recreation Centre is presently under construction. Salary negotiable according to qualifications and experience. Appointment will be effective July 1, 1978. Applications with curriculum vitae and names and addresses of referees should be sent to Professor Elizabeth Lam-

bie, Chairman of Search Committee, c / o the Office of the Dean, Faculty of Health Professions, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 4H7.

PHYSIOLOGY

MCGILL UNIVERSITY. Department of Physiology. Applications are invited from candidates with research interest in Respiration Physiology for an appointment at the rank of Assistant Professor. Applicants with an M.D. degree are preferred, but suitable candidates with research experience will be considered. Duties include teaching at the undergraduate and postgraduate level and to Medical students. Potential for developing and carrying on an independent research programme is also a requirement. Send applications with curriculum vitae and names of three referees to J. Milic-Emili, M.D., Professor and Chairman, Department of Physiology, 3655 Drummond Street, Montreal, Quebec, H3G 1Y6, Canada.

PSYCHIATRY

(KINGSTON PSYCHIATRIC HOSPITAL) QUEEN'S UNIVERSITY. Department of Psychiatry. Kingston Psychiatric Hospital and Queen's University, Kingston have a position available for a psychiatrist to be responsible for clinical and teaching duties in this university affiliated teaching hospital. The Hospital has an active research milieu and it would be an advantage if applicants had experience and interest in research. The rank of Lecturer / Assistant Professor will apply to the position, depending on experience. The salary ranges from \$36,850 - \$45,200 and will be on a contract basis. Applicants possessing a licence to practise medicine in Ontario, and certification in RCPS (Canada) or approved clinical status, may obtain further information or apply directly to Dr. C.M. Stevenson, Medical Director, Kingston Psychiatric Hospital, Box 603, Kingston, Ontario (K7L 4X3), or Dr. J. Waldron, Professor and Head, Department of Psychiatry, Queen's University, at Kingston, Ontario.

QUEEN'S UNIVERSITY. Department of Psychiatry. Position available for academic at the level of Lecturer / Assistant Professor, depending upon qualifications. Fellowship of the Royal College of Physicians (Canada) specializing in psychiatry necessary. The position involves participation in the teaching programs of the department and an appointment in one of the University-affiliated hospitals. Training and experience in research are required in one of the following related fields as they apply to psychiatry: psychopharmacology, biochemistry, neuroendocrinology. Please forward applications together with curriculum vitae and names of three referees to: Dr. J. Waldron, Professor and Head, Department of Psychiatry, Queen's University, Kingston, Ontario K7L 3K1. Closing date for applications is September 30, 1977.

UNIVERSITY OF TORONTO. Psychiatry. Opening for well trained psychiatrist for junior staff position at Toronto General Hospital, eligible for appointment to the Department of Psychiatry of the University of Toronto at the rank of Lecturer. Please apply to Dr. Alistair Munro, Psychiatrist-in-Chief, Toronto General Hospital, 101 College Street, Toronto, Ontario, M5G 1L7. Salary commensurate with experience and qualifications. Effective date: as soon as possible (January 1, 1978). Closing date: October 1, 1977.

PSYCHOLOGY

DALHOUSIE UNIVERSITY. Department of Psychology. Research Associate to assist research coordinator for criminal justice project beginning October 1, 1977. Preference given to individuals familiar with Halifax, Nova Scotia. Qualifications: M.A. in community psychology, knowledge of the criminal justice system, training and / or experience in statistical analysis and evaluation research. Salary: \$9,500 / yr. Send resume plus names of three references to K.E. Renner, Department of Psychology, Dalhousie University, Halifax, N.S., B3H 4J1.

McMASTER UNIVERSITY. Department of Psychology: invites applications for a term (tenure track) appointment at the Assistant Professor level beginning July 1, 1978. Some funds for research equipment are available... We are looking for an animal behaviorist / ethologist with a well

developed research program, particularly in the area of behavior development or of social behavior. Candidates are requested to forward at their earliest convenience 3 letters of reference, a curriculum vitae and any available reprints or preprints to: Search Committee, Department of Psychology, McMaster University, Hamilton, Ontario, Canada, L8S 4K1.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Counselling Centre. Staff Psychologist wanted immediately to participate in learning skills program and other activities of the Counselling Centre. Ph.D. required. Knowledge of cognitive psychology (information processing strategies, uses of imagery, memory, semantic representation, etc.) is highly desirable. The Counselling Centre serves a student and faculty population of over eight thousand. Candidates in educational and cognitive psychology, as well as clinical and counselling psychology will be considered. Research and personal initiative are encouraged. Salary commensurate with qualifications and experience. Applications should be addressed to: Dr. B. Mark Schoenberg, Director, Counselling Centre, Memorial University, St. John's, Newfoundland, Canada, A1C 5S7.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Counselling Centre. Counselling psychologist wanted immediately to work in the area of program development and implementation. Doctoral degree in counselling psychology or related field desired. The position requires a creative, energetic person to work as part of a team to improve the career planning attitudes and skills of students through outreach and positive developmental activities in addition to the more traditional direct student contact processes. Research involvements and personal initiative are encouraged. Experience in the areas of career development, and program design and implementation are essential. Salary commensurate with qualifications and experience. Applications should be addressed to: Dr. B. Mark Schoenberg, Director, Counselling Centre, Memorial University, St. John's Newfoundland, Canada, A1C 5S7.

UNIVERSITY OF WINDSOR. The Department of Psychology at the University of Windsor will have one full-time position available starting, July, 1977. Rank and salary open. Responsibilities include teaching undergraduate and graduate courses in Developmental and Child Clinical psychology and directing graduate research. Direct all inquiries to: Dr. Miriam E. Bunt, Head, Department of Psychology, University of Windsor, Windsor, Ontario N9B 3P4.

RELIGIOUS STUDIES

MCGILL UNIVERSITY. Faculty of Religious Studies: invites applications for two appointments at the rank of Lecturer or Assistant Professor, for undergraduate and graduate teaching, effective September 1, 1978. 1. Sanskrit, Pali, Tibetan, Indian Philosophy. 2. Christian theology, ethics (specialty "business ethics" preferred). Ph.D. or nearing completion, plus teaching experience. Salary: TBA. Apply Dean J.C. McLelland, Faculty of Religious Studies, McGill University, 3520 University Street, Montreal, P.Q. H3A 2A7. Closing date: when filled.

SOCIAL WORK

CARLETON UNIVERSITY. School of Social Work. Positions available in the Master's Program beginning July 1, 1978. The positions involve teaching, research and field work supervision. Candidates should be involved in developing new conceptions of social welfare and formulating new frameworks of practice. Salary and rank negotiable according to qualifications and experience. Enquiries should be sent to the Director, School of Social Work, Carleton University, OTTAWA, Ontario.

SOCIOLOGY

BROCK UNIVERSITY. Department of Sociology. Applications are invited from sociologists or anthropologists for a position at the Assistant Professor level. It is expected that applicants will have completed the Ph.D. Area of specialization, open, but special competence in multiculturalism, ethnic group relations and native peoples will be given primary consideration. Scholarship is important; enthusiasm and ability in undergraduate teaching is indispensable. Minimum salary: \$16,840. Applicants should send

vitae, the names of three references and copies of recent publications or unpublished reports to: Dr. Wayne E. Thompson, Chairman, Department of Sociology, Brock University, St. Catharines, Ontario, Canada, L2S 3A1.

CARLETON UNIVERSITY. Department of Sociology and Anthropology. The Department of Sociology and Anthropology will be hiring a sociologist at the rank of Associate or Full Professor, effective for the academic year 1978-79. The successful candidate must be a sociologist of established reputation, active in teaching, research, and publication. All area specializations will be considered. Apply to Dennis P. Forcese, Chairman, Department of Sociology and Anthropology, Carleton University, Ottawa, Ontario, K1S 5B6, Canada.

UNIVERSITY OF VICTORIA. Department of Sociology. The Department of Sociology of the University of Victoria has been authorized to fill one position at the Assistant Professor level. There is also the possibility of two Sessional Lecturer positions. Candidates at the Assistant Professor level are expected to have the Ph.D. by July 1978, and possess extensive academic training or experience in Canada. All areas of specialization are of interest. Applications, which are to be received by November 1, 1977, should be sent to: Dr. R. Alan Hedley, Chairman, Department of Sociology, University of Victoria, P.O. Box 1700, Victoria, B.C. Canada, V8W 2Y2.

UNIVERSITY OF WATERLOO. Department of Sociology: Applications are being accepted for full-time, regular appointment in methods / statistics. Qualifications include Ph.D., teaching experience and publications desirable. Teaching and supervising responsibilities will include both undergraduate and M.A. and Ph.D. students. Rank open though preference will be given to junior level faculty. Those interested should send applications to Audrey Wipper, Chair, Recruitment Committee, Department of Sociology, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1.

SOIL SCIENCE

UNIVERSITY OF ALBERTA. Department of Soil Science. Applications are invited for a position in the Department of Soil Science, University of Alberta, at the Assistant Professor level. Duties to commence July 1, 1978. Duties will include teaching, research and extension in Soil Physics. Teaching responsibilities include soil physics courses at the undergraduate and graduate levels and soil irrigation and drainage at the undergraduate level. Research involvement includes both basic and applied research with emphasis related to problems in agriculture and forest production, management, and reclamation and includes supervision of graduate students. Preference will be given to individuals demonstrating competence in mathematical and computer modelling. Some background in agricultural meteorology is desirable. Details available on request. A Ph.D. is required and additional experience is preferred. Particulars regarding appointment, removal allowance, salary schedule, academic benefits, etc., are also available on request.

Applications providing details of qualifications and experience, list of publications, personal information and the names of three referees should be directed to: The Chairman Department of Soil Science 240 Agriculture Building, The University of Alberta, Edmonton, Alberta T6G 2E3. Closing Date: 1 January, 1978.

VETERINARY SCIENCES

UNIVERSITY OF GUELPH. Department of Veterinary Microbiology and Immunology. Requirements: Ph.D. in Medical Immunology with preference to D.V.M. Teaching and research experience in veterinary immunology especially in immunity to infectious diseases. Duties: Teaching of Immunology to D.V.M. undergraduates and to graduate students. Conduct research on host-parasite relationship. To assist in clinical immunology in animal diseases. Salary and Terms: Two year contract - salary negotiable. Application: Send particulars in writing to Dr. D.A. Barnum, Chairman, Department of Veterinary Microbiology and Immunology, Ontario Veterinary College, University of Guelph.

WATER MANAGEMENT

MCGILL UNIVERSITY (Macdonald Campus). Outdoor Recreation — Management. The Department of Renewable Resources in the Faculty of Agriculture of McGill University is seeking a candidate for a position which includes undergraduate teaching and development of a research program in outdoor Recreation-Water Management. Present courses include Recreation Resource Management, Policy and Politics of Renewable Resources Development, and Methods of Environmental Interpretation. The successful candidate is expected to develop a research program in one of the following areas: Outdoor recreation, parks planning, etc.: Application of behavioural sciences to recreation and resource management; Aspects of watershed management. In addition, the position involves participation in Departmental and Faculty Committees and Seminars, advising undergrad students and supervising graduate students. Qualifications for the position include a graduate degree in the field of research competence. Ability to communicate in French is considered desirable. Appointment is to be made at the appropriate level, to commence teaching in September 1977, or when an appropriate candidate is found. Applications should include a Curriculum Vitae and transcripts of academic performance and work experience. Candidates should arrange for 3 letters of reference to be sent to the Chairman, Search Committee, Department of Renewable Resources, Macdonald College of McGill University, Ste. Anne de Bellevue, Quebec, Canada H0A 1C0.

FACULTY EXCHANGE CENTER

THE FACULTY EXCHANGE CENTER, founded and administered by faculty members, helps to arrange exchanges of college and university faculty within North America and overseas where the language of instruction is English. For information write to Faculty Exchange Center, 952 Virginia Avenue Post Office Box, 1091, Lancaster, Pennsylvania 17604.

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your 1976-77 salary (as it was in June 1977) and divide by the current merit or career development increment. Don't bother with more than one decimal place. This will give your salary in terms of a grid.

YOUR POSITION ON THE SALARY GRID ON APPOINTMENT: To determine your initial position (N_0) subtract the floor of the assistant professor for the year of your initial appointment from your salary on appointment and divide by the equivalent career development increment of that year. The equivalent career development increment for any year can be estimated by dividing the normal number of steps or years it takes to be promoted to full professor from the assistant professor floor into the salary difference between the two floors in the year of appointment¹.

This second calculation will give your initial salary in terms of an actual or effective grid system, let us call this number N_0 . (If you began as a lecturer, N_0 will be negative.)

Let us suppose you have gone up from level N_0 in 1969-70 to level N_1 in 1976-77; you have completed 7 years and hence the difference between N_1 and N_0 should be 7 for normal progress. If it is below 7 you have effectively lost some career progress. If it is above 7, you received additional merit.

EXAMPLE: Consider a professor, aged 43 on January 1st, 1977, who is paid \$24,070.

Subtracting the assistant professor floor of \$15,200 (23,070 - 15,200), leaves \$8,870. Dividing by \$810 (CDI for the current year), gives $N_1 = 11$. So he is

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ECONOMIC BENEFITS

The cause, detection and eradication of anomalous salaries

by Derek Sida

This is the second in a series of regular articles and information notes on such items as salaries, employment benefits and taxation.

The first article (CAUT BULLETIN; April 1977. Vol. 25, No. 3. P. 11) dealt with three of the major components of a faculty member's salary: scale increases, career progress and merit increments. The article which follows examines salary anomalies.

What is a Salary Anomaly?

It is an abnormally high or low salary relative to an agreed upon norm for a person of given age, experience, education, responsibility, competence and level of contribution to the University and the academic or professional community with which the person is associated. The norm referred to has presumably been previously agreed to and is determined as part of a salary rationalisation structure. It is not being advocated that everyone should be at the norm for there are many reasons for being either above or below. Anomalies usually refer to those deviations which either have not been rationally determined or cannot be fully justified.

Fluctuations around the norm can result from merit, which leads to accelerated salary or rank progress or demerit, which leads to a slowing down of career progress or extra payments due to market conditions in a particular field or applied to a particular person ('market differential'); however, fluctuations can also result from ad hoc decisions on initial salary upon appointment or the size and frequency of annual increments.

A Source of Anomaly: Recent Career Progress

Each year an individual's salary normally increases and as the last article indicated (CAUT Bulletin, April 1977, p. 11) this increase is divided into two parts: scale increases which attempt to meet cost of living changes and career progress and merit increments which enable one to move up through the ranks relative to salary floors. We are concerned in this article only with the latter concepts. During the years at a given university presumably salary progress is made relative to the floor of the assistant professor (used as a base line). Career progress deals with the rate of that progress; hence, an anomaly can develop if that has been too slow or too fast. If a step system or grid is introduced it is easy to determine whether a person is receiving a full step each year or not. An administration or Dean should be able to justify slower or faster than normal progress.

A Second Source of Anomaly: Initial Appointment Salary

This is probably the prime cause of dissatisfaction and of anomalies. If there is a normal curve of salary versus experience, how is experience to be measured. The simplest is to equate experience with age. Although age is no doubt the principal regressor, it may be argued that further aspects of experience should be considered. When a person enters the academic life, are there not differences in competence if he has spent the previous years as a homemaker or working in industry? Individuals changing careers often experience the most extreme salary anomalies.

One might begin with the concept that all experiences are equal; initial salary, then, is almost entirely determined by age (with corrections for qualifications perhaps). In a time when jobs are scarce, this would provide young people with an advantage as it would give an incentive to administrations to appoint new Ph.D.'s. Although this simple picture should in practice be modified, the weight of previous experience should be kept within firm limits. Failure to do this has robbed first class women academics of thousands of dollars.

How Should Anomalies be Rectified?

Quite clearly the principal difficulty is one of detection: for example, a whole group such as women academics or a department seeking market differentials can be made the subject of a special study; however, an individual also should be able to ascertain whether a salary is anomalous. In order to do this everybody must be informed of what the University considers the normal career progress line

to be; this normal curve will enable the individual to make comparisons. Clearly both the identification and subsequent eradication of anomalies are helped if salaries are on a formed *grid system*, with steps, given current salary ranges, of between \$400 and \$1000.

Let us then suppose that salary can be expressed in terms of a position on a grid (the whole grid is modified each year by the scale increases but only merit and career progress awards modify position on that grid). Let the steps be equal to one half the career progress increment so that a person should move normally by two such steps each year, three if merit pay is given, but one if part of the career progress is being denied.

In the first instance one should look at the extreme cases, using age as the first rough criterion. It is necessary to establish a limit on the deviation from the norm which can be *rationally justified* that is, a limit to the amount of deviation around the norm, for each step on the grid, that is "tolerable", given the University's promotion criteria. Those outside this limit are considered automatically to be salary anomalies.

There are two ways of developing these limits, one is purely statistical or arbitrary, for example to consider only the bottom 10% for each age. The second is to try to establish the limits of demerit consistent with doing an adequate job; if an individual has never received a career progress increment, either mistreatment has occurred or the University ought to look at its hiring and firing policies. It would not be unreasonable to conclude that a faculty member could progress at a minimum rate of *half* the normal increment and still be adequate; but below this one should look for mistreatment as regards salary and hence consider automatic upward adjustment from an anomalies fund. (I don't suggest that half is necessarily the correct figure to use but merely that there should be a lower limit which can be rationalised.)

Inside these limits the problem of relative positions or relative anomalies becomes quite complex. Within these limits perhaps some sort of academic index, combining age and other quantitative factors would be of great service. Nonetheless, even without such a precise instrument, someone must decide that "A is worthier than B", in terms not only of length of service, but of quality as well as quantity of output. A grid system with steps of several hundred dollars not only reduces the number of occasions when such judgements must occur but also provides a framework for such decisions. Many misconceptions would be removed if an assessment of the position on the grid was carried out for each person and explained.

How Should Anomalies be Funded?

The first stage is to set up a grid, for having salaries as a continuous rather than discrete spectrum is itself anomalous. To arbitrarily raise every salary up to the appropriate step might cause some consternation among the membership but more importantly would be an expensive call on limited salary funds. Therefore it is recommended that anomalies be removed gradually in order to spread the cost over several years. It may even be necessary to start with broad limits (i.e. allowing initially fairly liberal deviations) and gradually reducing the tolerable range of deviation each year until one gets a salary spread which can be justified. (Some administrations would no doubt like to finance anomalies by "red circling" those above the limits without considering whether some high salaries are not in fact justified). By and large, the eradication of these extreme anomalies should be financed by a separate fund.

The Normal Curve for Career Progress

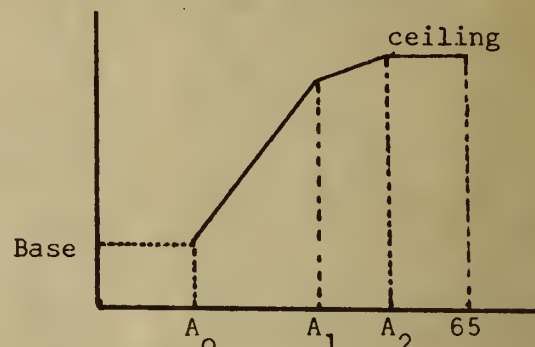
There will be much disagreement as to the actual shape of the normal curve for the salary of an individual; let us initially agree on the following requirements.

- It is drawn as a graph of salary versus age.
- Salaries are expressed in discrete increments, equal to half the career progress award, which is assumed to be the same for all ranks.
- Scale increases each year will change the sizes of the steps and the base salary (floor of the assis-

tant professor) but not positions within the grid.

- The curve shall pass through the base salary corresponding to an age of A_0 .
- The curve will rise by one career progress increment for each year of age up to a given age, A_1 .
- Beyond A_1 the curve will rise by *one half* a career progress increment for each year of age up to a given age A_2 .
- Beyond A_2 the salary remains constant ("ceiling").

NORMAL SALARY CURVE



Consider requirement (a): to use only age is probably discriminatory, but it is a good index to begin with. Subsequently, especially when dealing with anomalies this index must be modified. It is also a good index in terms of long range planning of the salary budget as the faculty grow older and it enables predictions to be made of the real costs of career progress plans in the years before the University reaches some steady state. Requirements (b) and (c) define what is meant by the grid and indicates a very useful aspect, namely that once in position the only point of salary discussions would be to agree upon the *scale increase* as all other quantities are expressed in terms of the new grid. Requirement (d) determines the origin of the normal curve (lecturers are being excluded to make the discussion simpler) and we must be able to agree on what that age A_0 should reasonably be, but it probably will be around 27 or 28 years. The part of the curve from A_0 to A_1 , given in (e), is during the initial years in the rank when full career progress increments are expected, later this is reduced to half between A_1 and A_2 and finally a ceiling is reached.

The crucial point is whether this same curve is applied to all the professorial ranks or whether there are three different ones; in other words, *are there to be ceilings for each rank*. It would be very unwise for any association to agree on ceilings or even slowing down periods (A_1 A_2) for each rank *unless they have a firm grip on promotion policies and full grievability in the case of promotion denial*. In the absence of these we should insist that there be one and one only normal curve for the three professorial ranks.

Assuming the latter has been attained the ceiling will then be quite high, around 24-27 career progress increments above the floor. The "roll-over" section A_1 A_2 looks nice, saves the administration a little money, delays reaching the ceiling for a few years but doesn't add much to the scheme.

However, one should ask several questions, at what age does the "roll-over" begin, i.e. A_1 , how long should such a "roll-over" period be and at what age should the ceiling be reached? With a base at 27 and with the 24 increments, this leads to age 51, or with a roll-over for the last three steps, perhaps as late as 57. It is desirable always to reach the ceiling *at least five years* before retirement because of the effect on pension. Thus, if a University plans an early retirement program it will be more acceptable if normal progress leads to the ceiling in the midfifties.

Finally, with the normal curve in place, we can plan the limits which would not be unreasonable, the limits of relative anomalies.

HOW HAVE YOU FARED? Try the following calculation on your own salary to see how you have fared.

YOUR POSITION ON THE "SALARY GRID" TODAY: To determine your current position (N_1) subtract the floor of the assistant professor from

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